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1998: Annual Employer's Report For the year ending December 1997 Employment Equity Act

1998 : Rapport annuel de l'employeur pour l'année se terminant en décembre 1997 Loi sur l'équité en matière d'emploi

Bank of Montreal

Banque de Montréal





Introduction

In 1997, Bank of Montreal continued to undergo tremendous change. The move to align the Bank's entire operation more closely with the needs and expectations of its customers continues to drive a transformation of the Bank's workforce. Changes to the requisite skills and talents of the Bank's current employees and future job candidates are required to support the shift from transaction oriented jobs to a sales and service culture.

Throughout this change the Bank continues to maintain its strong commitment to the fundamental principles underlying its Workplace Equality initiative—fairness, respect for individuals, and providing each and every employee with equal opportunity to develop and advance professionally. This commitment is rooted in a firm belief that it makes good business sense to respect and optimize the collective and individual talents of a diverse workforce. It will continue to shape the Bank's culture and human resource activities; resulting in a workforce that is representative of the communities we serve.

Quantitative review

Surveying Employees

All new employees receive an information package welcoming them to the organization and explaining the Bank's commitment to workplace equality. New employees are also asked to complete a workforce survey. The survey response rate remains excellent. Ninety per cent of the Bank's workforce have completed and returned a questionnaire, and only 4% of those employees who have responded to the survey have indicated that they do not wish to "self-identify".

While our overall response rate is good, we note that several employees with disabilities, including recent hires and employees whose needs have been accommodated through the Bank's support program, have expressed concern about the definition of a "person with a disability". They acknowledge that they have a disability, but do not feel they are disadvantaged in employment. As a result, they do not declare themselves as a "person with a disability". This has had the impact of understating the representation of people with disabilities at the Bank.

Implementation of NOC System

As required by recent revisions to the Employment Equity Act, in 1997, the Bank switched from the Standard Occupational Classification (SOC) system to the National Occupational Classification (NOC) system to capture and report employment equity data. Difficulties were encountered in accurately classifying several of the Bank's junior and intermediate front-line financial services roles using the NOC system. These positions require a post secondary education and industry-specific designations, such as the Institute for Canadian Bankers diploma in Financial Goal Counselling and Advanced Personal Finance, as well as, the Bank's Registered Investment Services Representative accreditation. Moreover, their primary responsibilities involve the application of the principles and techniques of relationship selling and relationship management to counsel customers relative to their financial needs and goals. Under the NOC system there are no "sales and service" job descriptions that accurately capture the skills, expertise, and responsibilities required in these roles. In the absence of an appropriate NOC job description, employees

in these positions have been captured under the "Administrative and Senior Clerical" EEOG. Caution should be used in interpreting the 1997 equity data.

Statistical Progress¹

Women

Good progress continues to be made towards the Bank's goal of gender equality. Women's representation in senior management has increased consistently since 1991. In 1997, women comprised 25% of the Bank's Canadian-based executive team—a significant increase since 1991 when the representation of women in executive roles was 9%.²

Further evidence of the advancement of women to more senior roles is found in an analysis of the salary data. In 1997, 37% of the Bank's employees earning more than \$50,000 a year were women—up from 32% in 1996. Promotion, hiring and retention data also confirm the Bank's efforts to advance women (See Table 1). Hiring and promotion rates for women in the Senior management and Middle management EEOGs exceeded their representation at these levels; while termination rates were considerably lower than representation.

Table 1 Comparison of Terminations/resignat		tation to L	evels of Hiring, P	romotion and
EEOG	Representation	Hires	Promotions	Terminations
Senior management	25%	32%	46%	5%
Middle & other managers	36%	46%	51%	18%

Visible Minorities

Members of visible minorities continue to be well represented in the Bank's workforce at 16%. In addition, there has been a steady increase in the representation of visible minority employees in senior management roles over the past few years rising from 4.7% in 1993 to 6.5% in 1997.

On-going efforts by the Bank to develop and promote from within a talented pool of visible minority

	ortion of Promo ority Employees	
1997	1995	1993
17.4%	14.4%	12.6%

candidates have resulted in a steady increase in the proportion of promotions awarded to visible minority employees over the past four years (See Table 2). This trend has been reflected in the proportion of visible minority employees earning more than \$50,000 per year. In 1996, 15.6% of the Bank's visible minority population

¹ Because of the shift to the NOC system of classifying jobs, it is not possible to make longitudinal comparisons between representation figures for any employment equity group other than "Senior management".

² In 1991, Bank of Montreal released the findings of its employee task force on the advancement of women.

earned over \$50,000 per annum. In 1997 this proportion increased to 18.4% and exceeded the overall representation of visible minorities in the Bank's workforce.

Aboriginal Employees

In 1997, the representation of Aboriginal people in the Bank was 1.8%—down slightly from 1.9% in 1996.

The proportion of Aboriginal employees in full-time positions with the Bank increased substantially in 1997 from 67% in 1996 to 75% in 1997. In addition, Aboriginal employees are increasingly represented in higher salary ranges. In 1997, 8.4% of the Bank's Aboriginal employees earned more than \$50,000 per year compared to 6.6% in 1996.

Aboriginal employees comprised 1.5% of the Bank's new hires in 1997—down from 3.1% in 1996. However, the proportion of Aboriginal people hired at the senior management level increased from 0% to 6% of total hires in 1997.

2.6 per cent of the Bank's total terminations/resignations were Aboriginal people in 1997. This reflects a slight increase over 1996 when 2.2% of Bank-wide terminations/resignations were Aboriginal employees. Once again, the proportion of promotions (2.1%) awarded to Aboriginal employees in 1997 exceeded their representation in the Bank's workforce and it remained consistent with the 1996 level.

People with Disabilities

The representation of people with disabilities at Bank of Montreal was 2.3%—down slightly from 2.5% in 1996. However, as with Aboriginal people, there has been a noticeable increase in the proportion of people with disabilities employed in full-time positions—from 79% in 1996 to 85% in 1997.

While the proportion of people with disabilities in senior management positions decreased from 3.3% in 1996 to 2.8% in 1997, members of this group remain well

Table 3 Representation of People with	Disabilities in Upper Salary Levels
	More than \$50,000 per annum
People with Disabilities	30%
Total Workforce	23%

represented in high paying management and professional jobs (See Table 3).

In 1997, people with disabilities represented 0.9% of the Bank's total hires. This was well below the hiring goals that had been established, despite special initiatives to attract qualified candidates from the community of people with disabilities. New initiatives are being developed to increase the Bank's success in recruitment of people with disabilities in 1998.

There was considerable success in reducing the turnover of employees with disabilities. Only 2.8% of the Bank's total terminations were people with disabilities in 1997—down from 3.7% in 1996. In addition, the proportion of promotions awarded to employees with disabilities (2%) remained in line with their overall representation in the Bank's workforce.

Commitment to Workplace Equality

Acting on the findings of a comprehensive "Workplace Equality Diagnostic", Bank of Montreal implemented several initiatives in 1997 to sustain the momentum of its workplace equality initiative. The centerpiece of these activities was a national conference and awards gala hosted by the President's Council on the Equitable Workplace³. This event was designed to celebrate the progress that the Bank has made towards its equality goals and to recognize the strong grassroots support that made this success possible.

Information was distributed to all of the Bank's employees asking them to nominate deserving peers as workplace equality champions. Over 900 nominations were received from throughout the Bank. Fortynine champions were selected, at the local level, by members of the Bank's Divisional Workplace Equality Advisory Councils. These individuals were honoured at an awards gala and conference that drew over 300 delegates and guests from throughout the Bank to exchange information and best practices on workplace equality. Tony Comper, President & COO, and Jeff Chisholm, Vice-Chairman & President, mbanx, were among the senior Executives who addressed participants.

Planning and Accountability

Since 1992, the Bank's most senior Executives have been actively involved in leading and guiding the workplace equality initiative through their participation in the President's Council on the Equitable Workplace. In 1997, this Council was expanded to include the head of the Bank's Global Treasury Group and its U.S. subsidiary Harris Bank. The Council is supported by 15 Divisional Workplace Equality councils who draw members from across the Bank. In 1997, many of these councils played a very active role in collecting information and providing advice and counsel to senior decision-makers.

The Bank's workplace equality initiative is supported by a comprehensive system of goal-setting, monitoring and evaluation. In 1997, the President's Council approved the establishment of long-term (10 year) representation goals for women and visible minorities. These, in addition to the existing goals for the representation of aboriginal people and people with disabilities, are supported by annual benchmarks. Progress towards these benchmarks is monitored on a quarterly basis through an extensive suite of management information reports. Management are accountable for the achievement of these goals which form part of annual performance appraisals.

Outreach Initiatives & Training Partnerships

In 1997, Bank of Montreal continued to support a number of key programs and develop innovative new programs designed to ensure the successful recruitment of candidates from each of the designated groups, and to assist interested candidates from the designated groups in developing the requisite skills necessary for a successful banking career.

³ The President's Council on the Equitable Workplace, formerly the National Advisory Council on the Equitable Workplace, includes the President & COO, the Bank's Vice-Chairs, the Executive Vice-President of Human Resources, and six other key senior executives.

These programs complement ongoing efforts to recruit candidates through organizations such as oncampus placement agencies, "friendship" centres, student associations, and specialized agencies.

Recruitment

In 1997, the Bank initiated the creation of a firm, *Partnercontracting Inc.*, to source Aboriginal candidates and candidates with disabilities. Since the inception of this project, Partnercontracting has established outreach relationships with a number of key organizations representing members of these two designated groups, such as the Interprovincial Association on Native Employment, Career PLACE, Canadian Council on Rehabilitation and Work, Ontario March of Dimes, and The Centre for Independent Living. They also advertise in publications targeting people with disabilities and Aboriginal people. Significant resources have been committed to this initiative to increase the Bank's ability to source qualified candidates from these communities.

In addition, a new "partnership" was established with the Canadian Paraplegic Association (CPA). Bank of Montreal and CPA signed a "Memorandum of Understanding" signaling their intent to work together to facilitate the sourcing of suitable candidates with disabilities for the Bank.

A new program in Quebec, designed to train employees with disabilities for careers in the financial services sector, was also launched in 1997. This apprenticeship style program was developed by the Bank in cooperation with The Paraplegic Association of Quebec, the provincial and federal governments, and a community college in Montreal. Students participating in this 14 month program take 9 months of courses in financial services and complete a 5 month internship with the Bank. In total, 11 students were enrolled in the program.

Outreach

Several highly successful outreach programs continue to be run by Bank of Montreal. These programs are designed to build awareness within specific groups regarding careers in financial services and to increase the Bank's profile within certain communities.

This year, the Bank expanded its *Possibilities-Youth Internship Scholarship Program*. The program, which was originally designed to target visible minority youth in Montreal, now encourages Aboriginal students and students with disabilities to participate. In addition, the program is now being offered in Toronto, Halifax and Winnipeg. In total, 50 grade 12 students were accepted into the program in 1997. These exceptional young people work at the Bank one day per week during the school year, obtain an academic scholarship and, depending on the availability of jobs and the student's ability and interest, obtain summer employment with the Bank.

Leadership for Tomorrow Today, designed in partnership with the Board of Education for the City of York and the Black Business Professional Association, continues to be a key component of the Bank's outreach activities. In 1997, this program was awarded the "Extra-ordinary Partnership Award" by the York Board of Education and the BBPA Learning and Resource Centre.

In response to a growing need to provide banking services to remote Aboriginal communities, Bank of Montreal opened several banking facilities under alliances with other existing operations in 1997. These

alliances not only reflect a valued business relationship but also provide employment opportunity for members of the local Aboriginal community.

In addition to these special programs, employees throughout the Bank continued to invest time participating in more traditional outreach activities such as, career fairs, mentoring, job shadowing programs, and community events. For instance, in 1997, Bank's of Montreal's Alberta division was the first organization in Canada to deliver Junior Achievement's program "Economics of Staying in School" to aboriginal students. This program was tailored by Junior Achievement to address the nuances of the Aboriginal culture. As well, Bank of Montreal is a major corporate sponsor of the National Aboriginal Youth Leadership Conference which draws well over 500 Aboriginal youth from across Canada to learn about careers and leadership skills.

Retention

A retention process for people with disabilities and Aboriginal people was developed and implemented in the Quebec division of the Bank's Personal and Commercial Financial Services Group. This process requires the approval of the Sr. Vice-President prior to the termination of any Aboriginal employee. In addition, the regional Workplace Equality Coordinator, is available to assist managers in re-deploying Aboriginal employees who were impacted by restructuring. The Bank is considering the feasibility of implementing this process across the organization.

Creating a Supportive Environment

The Bank continues to offer a variety of courses designed to help the Bank create an equitable and supportive work environment. Such courses include: "Women and Men as Colleagues" and "Attitudes and Protocol: Working with People with Disabilities".

In addition, there is an on-going commitment to incorporate equity and diversity issues into core training programs and courses. For example, in the Bank's "Career Bridge" course a key message is that the Bank is enriched by welcoming and valuing the diversity in its workforce and in the communities it serves. Over 1,000 employees have participated in this course since 1996.

This year, the Bank held a major conference at its Institute for Learning. This conference, which was part of the Bank's workplace equality champions initiative, consisted of several workshops on topics related to workforce diversity, such as "Making Flex Work", "An Innovative Approach to Creating a Supportive and Welcoming Environment for People with Disabilities", "Sharing our Success: Women Leaders in the Bank", and "Strengthening Relationships with Aboriginal Communities". There was also an information fair that provided employees with material and advice on work-life balance, workplace accommodation, outreach and internship programs.

The Bank developed a video for this event titled "Celebrating our Success". It was developed as a learning tool to help employees understand what workplace equality means and identify how they can help the enterprise reach its equality goals. This video has been distributed to each of the Divisional Workplace Equality Advisory Councils. In addition, copies of the video are available for loan through the Office of Workplace Equality.

Employment Systems

The Bank began a process to review and update all of its human resource policies and procedures. Workplace Equality plays a key role in this process actively reviewing and influencing changes to all policies and procedures. In addition, the HR manual is being expanded to include a new section and policy on workplace equality, an explanation of the workforce survey, and a description of specific activities the enterprise undertakes to achieve equity.

In conjunction with this review of human resource policies and practices, the Bank reviewed and revised its "Manager's Guide to Human Resources". This is a handbook of practical information designed to provide managers with easy access to information that is essential for effectively managing their workforce. There is a section in this guide dedicated to workplace equality. It provides an overview of the Bank's commitment to workplace equality. Some new topics were added this year, they include the Bank's policy on workplace accommodation and information on the Bank's workforce survey.

Employee Consultation & Communication

Bank of Montreal actively solicits feedback from its employees on an on-going basis. Several mechanisms are used to capture employees' attitudes and opinions on various issues related to employment equity and diversity. This feedback plays a critical role in the Bank's culture change process.

One of the key vehicles for capturing feedback from employees is the Bank's Workplace Equality Divisional Advisory Councils. These groups hold meetings on a bimonthly basis to share information on implementing workplace equality at the local level and to discuss emerging issues/concerns facing the Bank with respect to the implementation of workplace equality. As mentioned earlier, these councils played a key role in the Celebration and Conference. In addition, members of each of the councils attended the event which was held at the Bank's Institute for Learning in Toronto.

Another important mechanism used to monitor the attitudes and opinions of its employees is the *Employee Opinion Survey*. In 1997, the survey was redesigned to incorporate questions related to equity issues and to enable the analysis of employee responses along several demographic dimensions. Respondents were asked to comment on the Bank's fairness as an employer and its success in creating a supportive working environment. The survey was administered in December of 1997 and analysis and action planning will be completed in 1998.

Communication

To launch its "Workplace Equality Champions" initiative, communication materials were distributed to all Bank employees. This served two purposes: 1) it provided employees with a brief summary of the Bank's progress to-date in creating a more equitable workplace—describing some of the key initiatives the Bank has implemented and highlighting some of the demographic changes that have occurred since the Bank completed its first task force study on the Advancement of Women in 1991; and 2) encouraged employees to nominate a colleague or supervisor who they felt demonstrated the qualities of a champion.

Another key communication initiative in 1997 involved the distribution of a report by Catalyst and The Conference Board of Canada, *Closing the Gap: Women's Advancement in Corporate and Professional*

Canada. This report was sent by Tony Comper, President & COO, to all of the Bank's executives. It was accompanied by a letter from Mr. Comper which highlighted the excellent progress Bank of Montreal has made in advancing women and encouraging his leadership team to continue their efforts toward achieving gender balance.

Conclusion

In 1997, the Bank continued to play a leadership role in advocating the importance of valuing diversity. Through the year, senior executives and members of the workplace equality team shared their experience in the area of employment equity and diversity with other organizations and corporate leaders. For instance, Bank of Montreal was a major sponsor and key advisor to a landmark study conducted by The Conference Board of Canada and Catalyst titled, *Closing the Gap: Women's Advancement in Corporate and Professional Canada*. This research was the first to systemically identify the issues that are inhibiting the advancement of women into senior management in Canada from the perspectives of both chief executives and senior women. The following are some additional highlights of the Bank's advocacy activities:

- Provided advice and counsel to several large Canadian employers on establishing employment equity programs and plans
- Responded to requests to speak at conferences and universities, e.g.
 - North American Agreement on Labour Co-operation-Trilateral Conference,
 Women & Work in the 21st Century: The Evolution of Work and Family Programs
 - Queen's University, McGill University, McMaster University, University of Toronto, Dalhousie University
 - Canadian Association of University Business Officer's Conference, Leadership and Diversity for Strategic Planning
 - Health Canada, the Business Case for Diversity
- Established a scholarship at McGill University to encourage women to pursue studies in the Faculty of Management Programs.

Workplace equality is a strategic imperative for the Bank's leadership team. We are dedicated to creating an equitable workplace, creating a supportive work environment, and building a diverse workforce; and we continue to be strong advocates of these values within the business community.

SCHEDULE VI 1 ANNEXE VI (\$ SCHEDULE VI 1 ANNEXE VI (\$ SCHEDULE VI 1 ANNEXE VI (\$ SCHEDULE VI 1 AND SCHIFICATION OF ACCURACY CONTRACT)

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

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Middle and Other Managers	\$ 80,000 - \$84,999	4	9		\$0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1		1
			1 1 1		41	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1		1 1 1	9 9
	8 8,000 - \$ 9,999		10	1 3 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	10 1 1			1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1	1	1
		-	8		3									
Professionals	6400 000 and outer	4	-		1									
	PAO DIE OOO'OOL	9	1	1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1
	4 45 000 640 000	2	7	-	17	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-		1 1 1 2 1 1	
	915,000 - 918,939	-	33	-	32		6 6 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1	1 1 1	2	1 1 1 1 1 1 1	1
Professional professional	6 35 000 639 999	4	-		-									
Technicians	868'850 - 000'05 o	9	9-		-					8 8 9 9 1	0 9 3 0 3 0	6 5 7 3 2 8 8	2 0 1 1 2 0 2	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
	£ 25 000 . €20 000	2	1	3 3 8 8 8	1									
	000000	-	1		-					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1	1	
Supervisors	\$ 50,000 - \$54,999	4	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	+									
		3	8	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1		1 1 1
	\$ 10,000 - \$14,999			-	= -	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1	1	1	1			
					,									
Supervisors: Crafts and Trades		4 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1		!	1		1	1
		2		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1										
		-									1	1	1	† 1 1 1 1
Administrative and Senior Clerical	\$ 55 000 . \$59 000	4	8	-	2	-		-						
Personnel		9	48	7	41	-		-		1	1	1	1	1
	Hader 65 000	2	559	59	200	17	2	15	80	1	7	41	*	1
	onnict Janua		215	43	172	-	1	-	2		-	25	*	1 1 1 1 1

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

54 202 397 Reporting Period: 1997 Women Members of Visible Minorities 35 77 Men 474 237 Total Number 65 Women Persons with Disabil 0 4 17 Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number m 12 0 82 51 95 Women Aboriginal Peoples 8 Men 56 22 Total Number 103 325 1842 673 3661 Women 167 426 Men 343 Province / Territory (specify) Total Number 4087 Quarter 12 3 2 3 4 8 2 -Top and bottom of salary range \$ 40,000 - \$44,999 \$ 20,000 - \$24,999 \$ 10,000 - \$14,999 \$ 5,000 - \$ 9,999 Under \$5,000 Under \$5,000 TOTAL NUMBER OF EMPLOYEES X National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Name of Business: Location

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Women Reporting Period: 1997 Members of Visible Minoritles Men Total Number Women Persons with Disabilities œ Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number -Women Aboriginal Peoples NO. Men N) = Total Number ¥ Women All Employees Ξ Men Total Number Province / Territory (specify) \$ 60,000 - \$69,999 \$ 70,000 - \$84,999 \$ 85,000 - \$99,999 \$100,000 and over \$ 30,000 - \$34,999 \$ 35,000 - \$37,499 \$ 37,500 - \$39,999 \$ 40,000 - \$44,999 \$ 45,000 - \$49,999 \$ 50,000 - \$59,999 \$ 15,000 - \$19,999 \$ 20,000 - \$24,999 \$ 25,000 - \$29,999 Under \$15,000 Salary Ranges X National (Canada) BANK OF MONTREAL Name of Business: Location

TOTAL NUMBER OF EMPLOYEES

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Name of Business				SALAKY	SUMMARY:	PEKMANE	NI PARI-TII	SALAKY SUMMAKY: PERMANENT PART-TIME EMPLOYEES	ES			Form	Form 3 Part B
BANK OF MONTREAL				pul	ustrial Sector: C.	hartered Banks	s And Other Ba	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	med			Reporting Period: 1997	triod: 1997
Location X National (Canada)		Province / Territory (specify)											
Salary Ranges	es		All Employees		¥	Aboriginal Peoples	88	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	orities
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$5,000	00	156	2	112	*		4				24	11	tt
\$ 5,000 - \$ 7,499	499	142	23	119	n		3	2	-	-	23	0	17
\$ 7,500 - \$ 9,999	666	253	46	207	10	-	6	60		m	33		72
\$ 10,000 - \$12,499	499	426	49	377	60		60	80	60	ю	42		36
\$ 12,500 - \$14,999	666'	532	50	482	11	2	6	10	*	9	20	13	2
\$ 15,000 - \$17,499	499	638	99	582	19	6	16	12	1	=	78	11	67
\$ 17,500 - \$19,999	666'	631	63	568	14		14	20	NO.	15	17	13	89
\$ 20,000 - \$22,499	499	584	40	544	17	-	16	14	-	13	72	7	80
\$ 22,500 - \$24,999	686'	328	19	309	10	-	6	10	64	8	36	7	32
\$ 25,000 - \$29,999	666	241	22	219	ю		ю	IO.		lin	31	2	29
\$ 30,000 - \$34,999	666	76	60	88				2		2	7	+	•
\$ 35,000 - \$39,999	666	32	e	29	-		-				1		-
\$ 40,000 - \$49,999	686	23	2	21	-		-	-		+	-		-
\$ 50,000 and over	ver	25	-	24							-		-
TOTAL NUMBER OF EMPLOYEES	MPLOYEES	4087	426	3661	103	60	98	82	17	65	474	11	397

PERMANENT FULL-TIME EMPLOYEES HIRED

				יייייייייייייייייייייייייייייייייייייי		TECO IIII					Form	Form 4 Part A
Name of Business: BANK OF MONTREAL			tud	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ba	nking-Type Inte	med			Reporting Period: 1997	riod: 1997
Location X National (Canada) Provinc	Province / Territory (specify)											
Occupational Groups		All Employees		A	Aboriginal Peoples	2	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	16	11	ıo	1	٠					-	1	
Middle and Other Managers	263	144	119	2	-	1	1	-		33	17	16
Professionals	417	254	163	6	1	2	9	10	-	17	38	33
Semi-Professionals and Technicians	8		6									
Supervisors	11	9	=							-	-	
Supervisors: Crafts and Trades												
Administrative and Senior Cierical Personnel	673	326	347	11	4	1	6	7	2	16	4	63
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers	*	-	9							-	-	
Cierical Personnel	543	200	343	10	6	7	ю	8	2	62	24	28
Intermediate Sales and Service Personnel	2		2									
Semi-Skilled Manual Workers	-	-		1	-							
Other Sales and Service Personnel	2	-	-							2	-	-
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	1941	944	897	28	=	17	21	16	ю.	258	127	131

PERMANENT PART-TIME EMPLOYEES HIRED

57 47 Form 4 Part B Women Reporting Period: 1997 Members of Visible Minorities 20 29 Men Total Number + 18 67 98 Women Persons with Disabilities -Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number m m 00 12 Women Aboriginal Peoples 60 Men Total Number m 12 15 ~ 116 571 697 Women All Employees 19 212 273 Men Total Number 2 ~ 177 783 Province / Territory (specify) 970 TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel X National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

'ERMANENT FULL-TIME EMPLOYEES PROMOTED

Name of Businese				LEMMANE	LANGEN FOLL-TIME EMPLOTEES PROMOTED	EMPLOTE	ES PRUMO	ED				Form 5	5 Part A
BANK OF MONTREAL				Pul	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	nartered Banks	And Other Bai	iking-Type inte	med			Reporting Period: 1997	riod: 1997
Location X National (Canada)	Province / Te	Province / Territory (specify)										B	
Occupational Groups			All Employees		AF	Aboriginal Peoples		Pers	Persons with Disabilities	ilies	Membe	Members of Visible Minorities	orities
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		13	7	9									
Middle and Other Managers		828	414	414	9	2	4	20	14	6	103	61	62
Professionals		006	395	502	4	2	2	15	4	=	217	101	116
Semi-Professionals and Technicians		7	3	4							-		-
Supervisors		230	47	183	2		2	9	2	-	40	=	29
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		2564	505	2059	59	18	14	43	10	33	457	106	361
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers		2	2								-	-	
Clerical Personnel		1613	252	1261	46	0	37	39	9	33	323	75	248
Intermediate Sales and Service Personnel		80	7	4							-	-	
Semi-Skilled Manual Workers													
Other Sales and Service Personnel		2		2							-		-
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES PROMOTED	MOTED	1909	1629	4438	117	31	98	123	36	87	1144	346	798
TOTAL NUMBER OF PROMOTIONS		7027	1882	5145	143	42	101	142	43	00	1322	403	200
						-					-	101	0.0

PERMANENT PART-TIME EMPLOYEES PROMOTED

44 98 108 104 Women Form 5 Part B Reporting Period: 1997 Members of Visible Minorities 16 21 Men -Total Number 22 101 125 130 4 16 20 23 Women Persons with Disabilities 7 Men Industrial Sector. Chartered Banks And Other Banking-Type Intermed Total Number NO. 18 23 26 25 28 28 Women Aboriginal Peoples 9 60 Men Total Number 31 3 34 36 9 Ξ 9 256 817 1175 1101 Women 4 All Employees 29 81 114 127 Men = 7 9 Province / Territory (specify) Total Number 285 868 1302 1215 TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel X National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT FULL-TIME EMPLOYEES TERMINATED

			LEVIN	TENMANEN FOLL-TIME EMPLOTEES TERMINALED	- I IME EMPL	OTEES IER	MINATED				Form	Form 6 Part A
Name of Business: BANK OF MONTREAL			- In	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ba	nking-Type Inte	peun			Denorting Derived 4007	Tool 4007
Location X National (Canada)	Province / Territory (specify)	ify)									a Bunnoday	and real
Occupational Groups		All Employees	82	<	Aboriginal Peoples	8	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	Orition
	Total Number	ber Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		22 2	21 1				-	1				
Middle and Other Managers		417 302	115	2	2		41	13	-	4	72	1
Professionals		260 163	3 97	ıo	9	2	6	2	7	3	28	16
Semi-Professionals and Technicians		NO.	2							-	-	
Supervisors		75 17	7 58				6	2	-	10	2	
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel		619 191	428	15	*	11	6	9	60	80	36	80
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers		-	-							-	-	
Clerical Personnel	1	791 142	649	25	4	21	21	7	=	104	6-	10
Intermediate Sales and Service Personnel		-	-									
Semi-Skilled Manual Workers												
Other Sales and Service Personnel		30 23	7				n	2	-	7	9	-
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	2221	21 863	1358	47	13	34	09	30	30	293	116	111

PERMANENT PART-TIME EMPLOYEES TERMINATED

					ייייי ביייי בייייי ביייייי						Form 6	6 Part B
name of Business: BANK OF MONTREAL			Ē	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ba	nking-Type Inte	rmed			Reporting Pariod: 1997	rind 1997
Location X National (Canada) Province /	Province / Territory (specify)											
Occupational Groups		All Employees		¥	Aboriginal Peoples	S	Per	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers	60	-	-				1		-			
Professionals	12	2	10							2		8
Semi-Professionals and Technicians	-		-	-		-						
Supervisors	8	1	2									
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel	141	40	101	-		-	-		-	14	3	+
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	1072	165	907	42	7	33.55	35	15	20	110	24	90
Intermediate Sales and Service Personnel	-	-										
Semi-Skilled Manual Workers												
Other Sales and Service Personnel	-		1							-		-
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	1239	210	1029	2	-	37	37	15	22	127	27	100

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

1997 Form 2 Part A Women Members of Visible Minorities Reporting Period: Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 22 40 35 Women X Province / Territory (specify) Newfoundland All Employees Men Total Number 36 4 3 \$100,000 and over \$100,000 and over Top and bottom of salary range \$ 40,000 - \$44,999 \$ 75,000 - \$79,999 \$ 35,000 - \$39,999 \$ 35,000 - \$39,999 \$ 25,000 - \$29,999 \$ 50,000 - \$54,999 \$ 20,000 - \$24,999 BANK OF MONTREAL National (Canada) Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Women Reporting Period: 1997 Form 2 Part A Members of Visible Minorities Men Total Number N Women Persons with Disabil 2 Men Designated CMA (specify) Industrial Sector. Chartered Banks And Other Banking-Type Intermed Total Number 9 Women Aboriginal Peoples Men Total Number 4 5 7 8 147 Women Province / Territory (specify) Newfoundland All Employees 34 Men Total Number 181 Quarter 4 8 2 4 6 2 -× Top and bottom of salary range \$ 25,000 - \$29,999 \$ 15,000 - \$19,999 TOTAL NUMBER OF EMPLOYEES National (Canada) Name of Business: BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Location

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Reporting Period: 1997 Form 2 Part B Women Members of Visible Minorities Men Total Number Women Persons with Disab Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number Women Newfoundland All Employees Men Province / Territory (specify) Total Number Quarter 4 6 2 Top and bottom of salary range \$ 25,000 - \$29,999 \$ 25,000 - \$29,999 \$ 25,000 - \$29,999 \$ 10,000 - \$14,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Reporting Period: 1997 Form 2 Part B Women Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 17 12 0 59 Women X Province / Territory (specify) Newfoundland All Employees Men 5 12 12 14 Total Number 90 Quarter Top and bottom of salary range \$ 20,000 - \$24,999 \$ 5,000 - \$ 9,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Name of Business: Location

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Name of Business:					7	I LOCK-111	TOTAL TIME EMPLOTEES	n			Form	3 Part A
BANK OF MONTREAL			=	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ba	nking-Type Intern	- Part				
Location National (Canada)	X Province / Territory (specify)	ecify) Newfoundland									Reporting Period: 1997	riod: 1997
Salary Ranges		All Employees	es	Ab	Aboriginal Peoples	8	Pared	Pareone with Disabilities				
	Total Number	mber Men	Women	Total Number	Men	Women	Total Mirehan	DISABILITY OF THE PARTIES	iles	Member	Members of Visible Minorities	orities
Under \$15,000							Total reuriber	Men	Women	Total Number	Men	Women
\$ 15,000 - \$19,999		-										
\$ 20,000 - \$24,999		27	1 26	-		-						
\$ 25,000 - \$29,999		46	1 45	2		2						
\$ 30,000 - \$34,999		32	3 29	-		-				•		7
\$ 35,000 - \$37,499		10	10							·		
\$ 37,500 - \$39,999		13	2 11	-		-	-		-	7		2
\$ 40,000 - \$44,999		19	5 14				-		-	,		
\$ 45,000 - \$49,999		7	1 6	-		-	-		-			-
\$ 50,000 - \$59,999		10	4									
666'69\$ - 000'09 \$		7	9	-	-							
\$ 70,000 - \$84,999		9	9				2	,		•	•	
\$ 85,000 - \$99,999												
\$100,000 and over		6	3									
TOTAL NUMBER OF EMPLOYEES		181 34	147	7	-	9	+	1	,	1	ľ	
					-		-	4	,	-	2	10

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Women Form 3 Part B Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 10 59 9 9 7 Women X Province / Territory (specify) Newfoundland All Employees -Men Total Number 10 10 F 60 4 Ξ 90 TOTAL NUMBER OF EMPLOYEES \$ 10,000 - \$12,499 \$ 12,500 - \$14,999 \$ 15,000 - \$17,499 \$ 17,500 - \$19,999 \$ 20,000 - \$22,499 \$ 25,000 - \$29,999 \$ 35,000 - \$39,999 \$ 50,000 and over \$ 5,000 - \$ 7,499 \$ 7,500 - \$ 9,999 \$ 22,500 - \$24,999 \$ 30,000 - \$34,999 \$ 40,000 - \$49,999 Salary Ranges Under \$5,000 BANK OF MONTREAL National (Canada) Name of Business: Location

PERMANENT FULL-TIME EMPLOYEES HIRED

BANK OF MONTREAL				-		-	-						
				- Inc	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	t And Other Ba	nking-Type Inte	hemi			Deposition Decinal 4889	rind. 4887
Location National (Canada)	X Province	X Province / Territory (specify) Newfoundland) Newfoundla									a filling and	Mar Dolla
Occupational Groups			All Employees		Ab	Aboriginal Peoples	S	Per	Persons with Disabilities	ilities	Member	Mambare of Visible Minorities	- illan
		Total Number	r Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Man	Momen
Senior Managers													TIPE TO A
Middle and Other Managers		-	+										
Professionals													
Semi-Professionals and Technicians													
Supervisors													
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		-		-									
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		2	1	-									
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES HIRED	IRED	7	2	2									

PERMANENT PART-TIME EMPLOYEES HIRED

				LEKINI	TENMANENI PARI-TIME EMPLOTEES DIRECT	HINE CMF		CED				Form	Form 4 Part B
Name of Business: BANK OF MONTREAL				fne	dustrial Sector: C	hartered Bank	s And Other B	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	rmed			Reporting Period: 1997	riod: 1997
Location National (Canada) X	Province / To	X Province / Territory (specify)	Newfoundland										
Occupational Groups			All Employees		۷	Aboriginal Peoples	se	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minoritles	orities
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers													
Middle and Other Managers													
Professionals													
Semi-Professionals and Technicians													
Supervisors													
Supervisors: Crafts and Trades													
Administrative and Senior Cierical Personnel													
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		10	-	*									
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES HIRED		LO	-	4									

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Marrie of Distinguis				CHARLES TROMOTED		ES LYON	JIED				Form	5 Part A
Marie of Business. BANK OF MONTREAL			=	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Bank	s And Other B	anking-Type inte	bemue			Denorting Dariod: 4887	riod 4887
Location National (Canada) X Province	X Province / Territory (specify)	Newfoundland									Builder	Tool Tool
Occupational Groups		All Employees		Ab	Aboriginal Peoples	98	Per	Persons with Disabilities	niities	Membe	Members of Visible Minorities	orition
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers	3	2	-									
Professionals	6		m									
Semi-Professionals and Technicians												
Supervisors	2		2									
Supervisors: Crafts and Trades												
Administrative and Senior Ciercal Personnel	15	-	14							-		
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	80		80									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES PROMOTED	31	60	28							-		
TOTAL NUMBER OF PROMOTIONS	34	60	31									

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B Women Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 22 ~ 6 22 Women X Province / Territory (specify) Newfoundland All Employees Men Total Number 19 22 22 TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Cierical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT FULL-TIME EMPLOYEES TERMINATED

The state of the s				_	A					The state of the last of the l			
				=	industrial Sector:	Chartered Bank	s And Other Ba	Chartered Banks And Other Banking-Type Intermed	prmed			Danipolina	2000
Location National (Canada)	X Province /	Province / Territory (specify)	Newfoundland	Pi								Reporting Feriod: 1997	981 Done
Occupational Groups			All Employees		*	Aboriginal Peoples	Se	Pers	Persons with Disabilities	litios	Mamba	Manhard of Visits and	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Man	Momen	Total M.	M AISIDIG M	normes
Senior Managers											I Oldi Number	Men	Women
Middle and Other Managers													
Professionals		-		-									
Semi-Professionals and Technicians													
Supervisors													
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		3	-	2									
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		60		80									
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES TERMINATED	NATED	12	-	:									

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B Women Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number -8 6 Women X Province / Territory (specify) Newfoundland All Employees Men Total Number TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Women Reporting Period: 1997 Form 2 Part A Members of Visible Minorities Total Number Women Persons with Disabilities Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 34 22 Women Nova Scotia All Employees 3 20 3 12 ຸຕຸທ Men X Province / Territory (specify) 19 19 Total Number 13 2 4 Quarter 4 | m Top and bottom of salary range \$100,000 and over \$100,000 and over \$ 25,000 - \$29,999 \$ 80,000 - \$84,999 \$ 35,000 - \$39,999 \$ 40,000 - \$44,999 \$ 25,000 - \$29,999 \$ 55,000 - \$59,999 \$ 20,000 - \$24,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

9 Reporting Period: 1997 Women Members of Visible Minorities Men 13 Total Number ю Women Persons with Disabilities Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number c Women Aboriginal Peoples Men Total Number 21 4 249 Women Nova Scotia All Employees 86 Men X Province / Territory (specify) 21 48 22 23 335 Total Number Quarter 4 6 2 -4 6 2 3 3 2 2 4 6 2 -4 8 2 -Top and bottom of salary range \$ 40,000 - \$44,999 \$ 15,000 - \$19,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Name of Business: Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Women Form 2 Part B Reporting Period: 1997 Members of Visible Minorities Men Total Number Мотел Persons with Disab Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number Women X Province / Territory (specify) Nova Scotla All Employees Men Total Number Quarter 4 | 6 | 2 Top and bottom of salary range \$ 25,000 - \$29,999 \$ 10,000 - \$14,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Reporting Period: 1997 Women Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 30 21 88 Women Nova Scotia All Employees Men X Province / Territory (specify) Total Number 31 31 3 93 Quarter Top and bottom of salary range \$ 20,000 - \$24,999 Under \$5,000 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Women Form 3 Part A Reporting Period: 1997 Members of Visible Minorities 3 Men Total Number 13 Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number -20 78 7 44 1 26 = 2 249 Women X Province / Territory (specify) Nova Scotia All Employees 4 9 19 7 19 86 Men Total Number 82 Z 9 19 19 19 29 29 16 20 2 335 TOTAL NUMBER OF EMPLOYEES \$ 15,000 - \$19,999 \$ 20,000 - \$24,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 35,000 - \$37,499 \$ 37,500 - \$39,999 \$ 40,000 - \$44,999 \$ 45,000 - \$49,999 \$ 50,000 - \$59,999 \$100,000 and over \$ 60,000 - \$69,999 \$ 70,000 - \$84,999 \$ 85,000 - \$99,999 Under \$15,000 Salary Ranges BANK OF MONTREAL National (Canada) Name of Business: Location

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

											Form	Form & Part B
Name of Business: BANK OF MONTREAL			pul	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	nartered Banks	And Other Ba	nking-Type inte	med			Reporting Period: 1997	riod: 1997
Location National (Canada) X Province	Province / Territory (specify) Nova Scotia	Nova Scotia			-							
Salary Ranges		All Employees		Ab	Aboriginal Peoples	-	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$5,000	-		1									
\$ 5,000 - \$ 7,499	2		2									
\$ 7,500 - \$ 9,999	4	2	2									
\$ 10,000 - \$12,499	13	-	12	*		+						
\$ 12,500 - \$14,999	41	*	13									
\$ 15,000 - \$17,499	24		24				-		-	6		60
\$ 17,500 - \$19,999	12		12	-		-						
\$ 20,000 - \$22,499	14	+	13	-		-				-		1
\$ 22,500 - \$24,999	80		80									
\$ 25,000 - \$29,999	-		-									
\$ 30,000 - \$34,999												
\$ 35,000 \$ 3999												
\$ 40,000 - \$49,999												
\$ 50,000 and over												
TOTAL NUMBER OF EMPLOYEES	93	10	88	3		8	-		-	4		*

PERMANENT FULL-TIME EMPLOYEES HIRED

Norma of Brisiness				THE PRINCE OF TH	E EMILEO	בבט וווענ	2				Form	Form 4 Part A
Name of Dusiness BANK OF MONTREAL			Pu	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	ered Banks A	nd Other Bar	ıking-Type inter	med			Reporting Period: 1997	riod: 1997
Location National (Canada) X Province	X Province / Territory (specify) Nova Scotia	Nova Scotia										
Occupational Groups		All Employees		Aborig	Aboriginal Peoples		Pers	Persons with Disabilities	ities	Member	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers	-	-										
Professionals												
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Cierical Personnel	IO.	2	9									
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	e	-	2									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	o	7	so.									

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL			Du .	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	nartered Banks	And Other Ba	nking-Type Inter	pem			Reporting Period: 1997	sriod: 1997
Location National (Canada) X Provi	Province / Territory (specify) Nova Scotla	Nova Scotia										
Occupational Groups		All Employees		Ab	Aboriginal Peoples	S	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers												
Professionals												
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel												
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	7	2	40	-		-						
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	7	2	IO.	-		-						

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Name of Business:				THE FINE COLERS TROMOTED		TO LUCIE	ובח				Form	Form 5 Part A
BANK OF MONTREAL			=	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ba	nking-Type Inte	pema			0	
Location National (Canada) X Province	X Province / Territory (specify)	Nova Scotla									Reporting Period: 1897	riod: 1897
Occupational Groups		All Employees		Ab	Aboriginal Peoples	8	Pers	Persons with Disabilities	ilitios	Member	Mambara of Visital Ball	
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men Men	Women
Senior Managers												
Middle and Other Managers	40	ID.										
Professionals	8	*	4									
Semi-Professionals and Technicians												
Supervisors	2		2									
Supervisors: Crafts and Trades												
Administrative and Senior Cierical Personnel	43	-	42	-		-	-		-	-		
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	12	1	11									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES PROMOTED	07	=	59	-		-	-		-	ľ		
TOTAL NUMBER OF PROMOTIONS	18	12	69	-		1	1					
						-	-		-	-		-

PERMANENT PART-TIME EMPLOYEES PROMOTED

Members of Visible Minorities Form 5 Part B Reporting Period: 1997 Total Number Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 13 22 20 Women Province / Territory (specify) Nova Scotia All Employees 4 Men Total Number 17 25 28 TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

Name of Businese				LEKWA	rekmanen i FULL-IIME EMPLOYEES TERMINATED	-IIME EMPL	OYEES TE	RMINATED				Form	Form 6 Part A
BANK OF MONTREAL				lnd	ustrial Sector: C	hartered Banks	s And Other B	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	rmed			Reporting Pariod 1997	rind 1887
Location National (Canada)	X Province	X Province / Territory (specify)	Nova Scotia									a de la constante de la consta	
Occupational Groups	nps		All Employees		A	Aboriginal Peoples	98	Pers	Persons with Disabilities	lities	Memba	Members of Weible Minorities	
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Mumber	A SIGNAL OF THE	outles.
Senior Managers											DOI NOT	Men	vomen
Middle and Other Managers		60	60										
Professionals		6	2	-									
Semi-Professionals and Technicians													
Supervisors		6		6									
Supervisors: Crafts and Trades													
Administrative and Senior Cierical Personnel	nnet	14	2	12							-		
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		16	2	14							-		
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES TERMINATED	STERMINATED	2	41	30							·	,	
											•		-

PERMANENT PART-TIME EMPLOYEES TERMINATED

Members of Visible Minorities Form 6 Part B Reporting Period: 1997 Total Number Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 40 -19 25 Women X Province / Territory (specify) Nova Scotia 7 All Employees Men Total Number 40 21 27 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel Name of Business: BANK OF MONTREAL National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

1997 Form 2 Part A Women Members of Visible Minorities Reporting Period: Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 14 Women Province / Territory (specify) New Brunswick 12 All Employees (A | R) E Men Total Number 16 42 45 Quarter × \$100,000 and over Top and bottom of salary range \$ 90,000 - \$94,999 \$ 40,000 - \$44,999 \$ 70,000 - \$74,899 \$ 45,000 - \$49,999 \$ 35,000 - \$39,999 \$ 25,000 - \$29,999 \$ 55,000 - \$59,999 \$ 20,000 - \$24,999 National (Canada) Name of Business: BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Semi-Professionals and Technicians Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

1997 Women Members of Visible Minorities Reporting Period: Men Total Number 6 **Моте** Persons with Disabi Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 13 150 Women X Province / Territory (specify) New Brunswick All Employees 52 Men Total Number 13 202 Quarter Top and bottom of salary range \$ 35,000 - \$39,999 \$ 20,000 - \$24,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Reporting Period: 1997 Women Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number Women | | Province / Territory (specify) | New Brunswick All Employees Men Total Number Quarter 4 2 2 -2 3 Top and bottom of salary range \$ 25,000 - \$29,999 \$ 20,000 - \$24,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Women Form 2 Part B Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 14 51 Women X Province / Territory (specify) New Brunswick All Employees Men Total Number 8 | 2 | 2 | 8 52 Quarter [m | n | + Top and bottom of salary range \$ 25,000 - \$29,999 \$ 5,000 - \$ 9,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

					SALAR	SALANT SUMMART: PERMANENT FULL-TIME EMPLUTEES	PERMANE	NI FULL-11	WE EMPLOY	ES			Form	Form 3 Part A
warne or business.	BANK OF MONTREAL				- In	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Bank	s And Other Ba	inking-Type inte	peum			Reporting Period: 1997	iod: 1997
Location	National (Canada)	X Province /	X Province / Territory (specify)	New Brunswick										
	Salary Ranges			All Employees		AE	Aboriginal Peoples	50	Per	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	orities
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Under \$15,000													
	\$ 15,000 - \$19,999													
	\$ 20,000 - \$24,999		84		48									
	\$ 25,000 - \$29,999		ş	8	38				-		-	-		-
	\$ 30,000 - \$34,999		29	8	26				-		-	-		-
	\$ 35,000 - \$37,499		11		=									
	\$ 37,500 - \$39,999		14	2	12									
	\$ 40,000 - \$44,999		9	-	40	-		-						
	\$ 45,000 - \$49,999		on .	м	4							-		-
	\$ 50,000 - \$59,999		21	11	7				-	1				
	\$ 60,000 - \$69,999		12	10	2									
	\$ 70,000 - \$84,999		8	60										
	\$ 85,000 - \$99,999		2	2										
	\$100,000 and over		-	-										
	TOTAL NUMBER OF EMPLOYEES	ES	202	52	150	-		-	6	-	2	-		-
													_	

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Women Form 3 Part B Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number es 6 9 Ξ 8 51 Women X Province / Territory (specify) New Brunswick All Employees Men Total Number 60 10 = Ø 7 51 TOTAL NUMBER OF EMPLOYEES \$ 10,000 - \$12,499 \$ 12,500 - \$14,999 \$ 30,000 - \$34,999 \$ 5,000 - \$ 7,499 \$ 7,500 - \$ 9,999 \$ 15,000 - \$17,499 \$ 17,500 - \$19,999 \$ 20,000 - \$22,499 \$ 22,500 - \$24,999 \$ 25,000 - \$29,999 \$ 35,000 - \$39,999 \$ 40,000 - \$49,999 \$ 50,000 and over Salary Ranges Under \$5,000 Name of Business: BANK OF MONTREAL National (Canada) Location

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A Women Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number Women X Province / Territory (specify) New Brunswick Ail Employees Men Total Number 3 TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT PART-TIME EMPLOYEES HIRED

Women Form 4 Part B Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Industrial Sector. Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 9 Women X Province / Territory (specify) New Brunswick All Employees Men Total Number TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Skilled Crafts and Trades Workers Other Sales and Service Personnel Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT FULL-TIME EMPLOYEES PROMOTED

											Form	Form 3 Part A
Name of Business: BANK OF MONTREAL			Pul	Industrial Sector: CI	hartered Banks	And Other Ba	Chartered Banks And Other Banking-Type Intermed	rmed			Reporting Period: 1997	riod: 1997
Location National (Canada) X Province	X Province / Territory (specify)	New Brunswick	ick									
Occupational Groups		All Employees		Ak	Aboriginal Peoples	-	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers	6	40	-									
Professionals	8	3										
Semi-Professionals and Technicians												
Supervisors	-		-									
Supervisors: Crafts and Trades												
Administrative and Senior Cierical Personnel	33	2	31							-		
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	13		13									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES PROMOTED	99	10	46							-		
TOTAL NUMBER OF PROMOTIONS	61	11	90							-		

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PERMANENT PART-TIME EMPLOYEES PROMOTED

Women Form 5 Part B Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 12 Women X Province / Territory (specify) New Brunswick All Employees Men Total Number 12 12 TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

12

12

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business: BANK OF MONTREAL				Jul	Industrial Sector							Form	Form 6 Part A
CANAL OF MONINEAL					Chartered Banks And Other Banking-Type Intermed	hartered Bank	s And Other Ba	inking-Type Inte	med			Reporting P	Reporting Period: 1997
Location National (Canada)	X Province	X Province / Territory (specify)	New Brunswick										
Occupational Groups			All Employees		A	Aboriginal Peoples	Se	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers													
Middle and Other Managers		8	2	-									
Professionals		-	-										
Semi-Professionals and Technicians													
Supervisors													
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		7	2	40									
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		15	-	4									
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES TERMINATED	MINATED	26	9	20									

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: BANK OF MONTREAL			<u> </u>	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	nartered Banks	And Other Ba	nking-Type inter	peuu			Reporting Period: 1997	riod: 1997
Location National (Canada) X Provin	X Province / Territory (specify) New Brunswick	New Brunsv										
Occupational Grouns		All Employees		Ab	Aboriginal Peoples	8	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers												
Professionals												
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Cierical Personnel	2		2									
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Cierical Personnel	24		24	2		2				-		
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	26		26	2		2						

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

				5	NOLL WILLOW	OCCUPATIONAL GROOPS: PERMANENT FULL-TIME EMPLOTEES	LEKIMANE	NI PULL-III	AE EMPLOT	EES			Form 2	2 Part A
Name of Business: BANK OF MONTREAL	REAL				Ē	Industrial Sector: C	hartered Banks	And Other Ba	Chartered Banks And Other Banking-Type Intermed	armed			Reporting Period:	riod: 1997
Location (Canada)		rovince /	X Province / Territory (specify)	Quebec					Designated CMA (specify)	(specify)				
Occupational Groups	Top and	Quarter		All Employees		A	Aboriginal Peoples	8	Per	Persons with Disabilities	ilities	Member	Members of Visible Minorities	orities
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4 6	- -			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			-				1 1 8 9 4	
	\$100,000 and over	2 -	6 7	2 7	2			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				1 10		•
Middle and Other Managers	\$100,000 and over	4 6	-	-				1 0 1 0 0 0						
	\$ 30,000 - \$34,999	2	50	1 1								2	2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
		-	450	280	170	2	1	-	Ø	7	2	21	13	-
Professionals	\$100,000 and over	4	2	2	1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							
		5 - 0	5	2	- 4	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1	1 1 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				
	\$ 30,000 - \$34,999	-	405	183	222	2	-	+	3	-	2	43	19	24
Semi-Professionals and	\$ 45,000 - \$49,999	4	1		-									
Technicians		8	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						t 1 3 0 1 6 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	\$ 45,000 - \$49,999	2	-		-			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					
Sinardeore		4	19	9	13						-	-		
	888'908 - 000'00 e	3	37	4	23	-		-	,	1		1 10	-	
	¢ 25 000 ¢ 20 000	2	42	100	37	-	1 1 1	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1		2	1	2
	000,000	-	22	9	16	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	2	-	-
Supervisors: Crafts and Trades		4												
		2 6	1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1		2 2 3 3 4 1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
		-	† 8 8 5 5 5 5 5 5 1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1				
Administrative and Senior Clerical	\$ 65 000 . 669 889	4	15	9	6									
Personnel		۳	145	30	115		-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2	-	-	1	-	
	\$ 15.000 - \$19.999	2	935	169	766	9	LO.	41	11	4	7	06	23	67
		-	321	86	235	7	LO.	2	IIO	2	m	36	7	27

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

245 2 2 Reporting Period: 1997 Women Members of Visible Minorities 12 2 9 100 Men 345 Total Number 3 Women Persons with Disabilities 27 Men Designated CMA (specify) Chartered Banks And Other Banking-Type Intermed 88 14 6 Total Number 10:0 38 Women Aboriginal Peoples 17 Men 55 12 | 9 Total Number Industrial Sector: 88 2417 Women 16 18 123 32 1060 All Employees Quebec Men X Province / Territory (specify) 27 106 664 179 3477 Total Number Quarter 3 4 m Top and bottom of salary range \$ 45,000 - \$49,999 \$ 15,000 - \$19,999 \$ 25,000 - \$29,999 \$ 25,000 - \$29,999 \$ 60,000 - \$64,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 30,000 - \$34,999 \$ 30,000 - \$34,999 \$ 30,000 - \$34,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Name of Business: Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business: BANK OF MONTREAL	REAL				- Find	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ba	inking-Type Inter	ттер			Reporting Period:	riod: 1997
Location National (Canada)		Province /	X Province / Territory (specify)	Quebec					Designated CMA (specify)	(specify)				
	Top and	-		All Employees		AF	Aboriginal Peoples	8	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	orities
Occupational Groups	bottom of salary range	Guarie	Total Number		Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4 6 0 -												
Middle and Other Managers	\$ 50,000 - \$54,999	4 60	-	1	-									
	\$ 45,000 - \$49,999	- 5	1 1 - 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				5				
Professionals	\$ 45,000 - \$49,999	4 6	1 1 1		2 2									
	\$ 20,000 - \$24,999	2 -	1		1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1			1		
Semi-Professionals and Technicians		4 60								1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				
		~ -												
Supervisors	\$ 25,000 - \$29,999	4 6	-	1 1 2 1 1 1 1 1	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 2 2 3 4 4 5	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				
	\$ 20,000 - \$24,999	- 12		1	+ +	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		\$ 2 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
Supervisors: Crafts and Trades		4 6							1	1				
		- 2			1			; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;		1 1 1 1 1 1 1		† 6 1 1 1 1 1 1 1 1 1 1 1 1		
Administrative and Senior Clerical	\$ 55,000 - \$59,999	4 6	2	-	1			1 1		1			-	1
	\$ 5,000 - \$ 9,999	~ -	147	9	138	1 00 1		80	4 .			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL	REAL				Ē	Industrial Sector. Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ba	nking-Type Inte	rmed			Reporting Period:	riod: 1997
Location		Province	Province / Territory (specify)	Quebec					Designated CMA (specify)	(specify)				
Occupational Groups	Top and	Ouarter		All Employees		A	Aboriginal Peoples		Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	orities
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4 18 10 1-												
Skilled Crafts and Trades Workers		4 8 2 +												
Clerical Personnel	\$ 35,000 - \$39,999	4	3							1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
		6	184	13	171	9 4	-	99 4	6			21	6	18
	Under \$5,000	4 -	151	42	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1		0 1	4	2	4	- 0	9
Intermediate Sales and Service Personnel		4 6 2		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					
		-						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				1 1 1 1 1 1	
Semi-Skilled Manual Workers		4 6 2 -			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		0 1 3 1 1 3 6 2 4 1 1 2 2 1 1 2 3 1 1 4 1 1 4 1							
Other Sales and Service Personnel		4 6 2 -			1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0									
Other Manual Workers		4 8 8 -									1	1 4 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
TOTAL NUMBER	TOTAL NUMBER OF EMPLOYEES	-	946	116	830	27	1	26	14	3	#	63	13	9

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Marrie of Discission				SALANI	SUMMAKI	TEKMANEN	II LOCK-IIIN	SALAKI SOMMANI: TERMANENI TOLL-IIME EMPLOTEES	20			Form	Form 3 Part A
Marine of Business. BANK OF MONTREAL				Indi	Jerrial Sector: Cl	hartered Banks	And Other Ba	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	peun			Reporting Period: 1997	riod: 1997
Location National (Canada)	R Province / Territory (specify)	ritory (specify)	Quebec										
Salary Ranges			All Employees		Al	Aboriginal Peoples	50	Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
) Branch (Lange)		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$15,000													
\$ 15,000 - \$19,999		2		2									
\$ 20,000 - \$24,999		234	90	184	7	2	NO.	7	6	-	33	7	26
\$ 25,000 - \$29,999		857	184	673	18	9	12	19	LO.	4	108	26	82
\$ 30,000 - \$34,999		977	140	639	11	8	11	10	n	1	88	19	80
\$ 35,000 - \$37,499		243	53	190	4		*	*	-	6	21	80	13
\$ 37,500 - \$39,999		189	45	154	4	2	2	2	-	-	12	m	•
\$ 40,000 - \$44,999		268	69	199	4	1	3	-	-		28	7	12
\$ 45,000 - \$49,999		211	09	151	-	-		*	-	6	19	7	12
\$ 50,000 - \$59,999		259	140	119				6	3		14	60	
\$ 60,000 - \$69,899		195	135	09	-		-	10	4	-	13	10	n
\$ 70,000 - \$84,999		139	111	28	-	-		2	2		9	2	-
\$ 85,000 - \$99,999		50	39	#	-	-		-		-	3	-	2
\$100,000 and over		41	34	7				8	6			2	-
TOTAL NUMBER OF EMPLOYEES	rees	3477	1060	2417	999	17	38	89.0	27	31	346	100	245

Form 3 Part B Women Reporting Period: 1997 Members of Visible Minorities Men Total Number = 12 ~ Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES Total Number m Women Aboriginal Peoples Men m 8 **Total Number** 30 23 45 53 98 135 135 156 Women 10 20 7 16 7 10 12 All Employees Men X Province / Territory (specify) Quebec Total Number 31 65 87 111 149 145 168 \$ 10,000 - \$12,499 \$ 12,500 - \$14,999 \$ 15,000 - \$17,499 \$ 20,000 - \$22,499 \$ 5,000 - \$ 7,499 \$ 7,500 - \$ 9,999 \$ 17,500 - \$19,999 Salary Ranges Under \$5,000 National (Canada) Name of Business: BANK OF MONTREAL Location

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13

60

8 10

74 24 5

80 2

82

\$ 22,500 - \$24,999 \$ 25,000 - \$29,999

10 59

\$ 30,000 - \$34,999

\$ 35,000 - \$39,999

\$ 40,000 - \$49,999

\$ 50,000 and over

-

4

8

13

63

Ξ

14

56

27

830

116

946

TOTAL NUMBER OF EMPLOYEES

PERMANENT FULL-TIME EMPLOYEES HIRED

Women Form 4 Part A Reporting Period: 1997 Members of Visible Minorities 400 Men Total Number 2 = 4 17 Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men -Total Number 7 42 29 93 Мотеп 6 10 4-67 28 115 All Employees Men X Province / Territory (specify) Quebec Total Number 23 -57 208 17 109 TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL			Ind	ustrial Sector: Ch	artered Banks	And Other Ba	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	peu			Reporting Period: 1997	riod: 1997
Location National (Canada) X Province /	X Province / Territory (specify)	Quebec										
Occinational Groups	,	All Employees		Ab	Aboriginal Peoples		Perso	Persons with Disabilities	lities	Member	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers												
Professionals	-		-									
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel	53	17	36	2		2				9	2	*
Skilled Sales and Service Personnel												
Skilled Craffs and Trades Workers												
Clerical Personnel	234	78	156	-		-				11	7	4
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	288	95	193	3		8				11	6	8

PERMANENT FULL-TIME EMPLOYEES PROMOTED

~ 10 38 100 Women Form 5 Part A Reporting Period: 1997 Members of Visible Minorities 10 7 42 37 Men 13 10 48 23 115 Total Number 4 10 Women Persons with Disabilities -24 Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 2 10 9 13 15 89 9 18 Women 10 Men Total Number ~ -13 22 26 9 09 45 341 190 869 785 Women All Employees 61 56 5 116 -4 291 336 Men X Province / Territory (specify) Quebec 116 Total Number 121 9 457 231 989 1121 TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Cierical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Skilled Crafts and Trades Workers Other Sales and Service Personnel Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Name of Business: Professionals Supervisors Location

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: BANK OF MONTREAL				lnc	Industrial Sector: Charlered Banks And Other Banking. Tyres Intermed	hartered Ranks	And Other Ba	nking-Type Inter	med			October Desired	Series Control
	W Drovince	Territory (energy)										raporuing ra	lod. 1987
National (Canada)	A PTOVINCE	A Province / Territory (specify) Quebec	Quebec										
Occupational Groups			All Employees		AF	Aboriginal Peoples	en en	Perso	Persons with Disabilities	lities	Member	Members of Visible Minorities	orities
		Total Number	Men	Мотеп	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers													
Middle and Other Managers													
Professionals		2		2									
Semi-Professionals and Technicians													
Supervisors		2		2									
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		80	NO.	75	2		2	n		9	60	+	4
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		138	10	128	in in		40	2	1	-	10	6	7
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES PROMOTED	отер	222	15	207	7		7	чо	-	4	15	4	=
TOTAL NUMBER OF PROMOTIONS		233	11	216	7		7	IO.	1	4	15	4	1

PERMANENT FULL-TIME EMPLOYEES TERMINATED

				LIVERS OFF THE CHILD TEST LENGTH OF THE	I IIII CINIL C	מובבים ובו	MINAIED				Form	Form 6 Part A
Name of Business: BANK OF MONTREAL			Pul	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	nartered Banks	And Other Ba	nking-Type inte	med			Reporting Period: 1997	riod: 1997
Location National (Canada) X Province	X Province / Territory (specify)	Quebec										
Occupational Groups		All Employees		Ab	Aboriginal Peoples	en.	Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Мел	Мотеп	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	3	6					-	*				
Middle and Other Managers	90	09	20							9	2	-
Professionals	22	16	9							-	1	
Semi-Professionals and Technicians	-		1									
Supervisors	17	IO.	12							-		-
Supervisors: Crafts and Trades												
Administrative and Senior Cierical Personnel	115	31	84	6			-		-	15	-	41
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	157	27	130	2		2	4	-	3	21	2	19
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel	6	60	-				2	2				
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	404	150	254	ID.		10	80	*	•	41	9	36

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

9 Women Reporting Period: 1997 Members of Visible Minorities Men 16 Total Number 63 13 Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 40 Women Aboriginal Peoples Men Total Number 8 15 165 181 Women All Employees 29 31 Men X Province / Territory (specify) Quebec Total Number 16 194 212 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Decention													
10p and of salay range bottom of salay range \$100,000 and over \$30,000 - \$34,999 \$20,000 - \$24,999 \$50,000 - \$34,999 \$50,000 - \$34,999 \$	ovince / Te	/ Territory (specify)	Ontario					Designated CMA (specify)	(specify)				
\$100,000 and over \$100,000 and over \$30,000 - \$34,399 \$20,000 - \$24,999 \$50,000 - \$34,999 \$50,000 - \$34,999	100	A	All Employees		Ab	Aboriginal Peoples	-	Per	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
\$100,000 and over \$100,000 and over \$30,000 - \$34,999 \$20,000 - \$24,999 \$50,000 - \$24,999 \$30,000 - \$34,999	Cuarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
\$100,000 and over \$ 30,000 - \$24,999 - \$ 50,000 - \$24,999 - \$ 50,000 - \$34,999 - \$ 50,000 - \$ 50,0	3 . 4	+ 140	- 30			1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			6 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9
\$100,000 and over - \$100,000 - \$24,999 - \$50,000 - \$24,999 - \$30,000 - \$34,999 - \$34,9	2	20	13	2				-	-		-	-	1 1 1 1 1
\$ 100,000 and over \$ 30,000 \$34,999 \$ 20,000 \$24,999 \$ 50,000 \$34,999 \$ 30,000 \$34,999	-	157	112	45	2	2		9	60		6	7	2
\$ 30,000 - \$34,999 \$ 100,000 and over \$ 20,000 - \$24,999 \$ 50,000 - \$34,999	4	2	2			1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	
\$ 30,000 - \$34,999 \$ 20,000 - \$24,999 \$ 50,000 - \$54,999 \$ 30,000 - \$34,999		8	-	2			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
\$ 20,000 - \$24,999 - \$ 50,000 - \$34,999 - \$ 30,000 - \$34,999 -	2	ळ	45	on .		1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2	2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	9		1
\$ 20,000 - \$24,999	-	2001	1224	777	80	4	*	61	48	13	244	128	116
\$ 20,000 - \$24,999 - \$ 50,000 - \$34,999 - \$ 30,000 - \$34,999 -	4	2	-	-			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3 3 6 8 8	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1		1	
\$ 20,000 - \$24,999	3	1 (7)	(m)								1		
\$ 50,000 - \$56,939	2	4	4				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1	1	1 1
\$ 50,000 - \$54,999	-	2236	1147	1089	17	60	60	57	35	, 22	671	296	278
\$ 30,000 - \$34,999	4	e		3		1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1	1 1 3 3 3 1	-		-
	, e	0	4	NO.		1	1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1	1		
+	2	2		2			1				-	1 1	-
	-	1		m							2		2
	4	80	-	7							2	•	-
BBB'RGC - DDD'GG &	3	69	=	58	-		-	•		4	20	7	9
1	2	104	22	82	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-	-	t t t t t	-	3.1	•••	23
\$ 20,000 - \$24,999	-	209	+	39	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				6 6 1 1 1	1 1 1 1 1 1 1	11	2	
+	4	-	-										
566'474 - 000'07 4						1 1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	2						1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
nnn-tre- popint	-	-	-										
00000	4	12	80	4		1	1	1			2	2	
Personnel		159	22	102	m		6	E		2 1	24	-	16
	2	1819	317	1502	24	IO.	19			25		1	1
\$ 15,000 - \$19,989	-	1358	285	1073	34	7	27	27		19	250	67	163

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

302 1464 1997 Form 2 Part A Women Members of Visible Minorities Reporting Period: 782 Men 384 Total Number 2226 17 23 130 Women Persons with Disabilities 124 Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 30 25 254 18 66 Women Aboriginal Peoples 40 Men 22 2 Total Number 139 171 6504 Women 180 All Employees 49 3687 Ontario Men Province / Territory (specify) 34 220 1159 650 Total Number 10191 Quarter × Top and bottom of salary range \$ 30,000 - \$34,999 \$ 30,000 - \$34,999 \$ 55,000 - \$59,999 \$ 30,000 - \$34,999 \$ 15,000 - \$19,999 \$ 50,000 - \$54,999 \$ 60,000 - \$64,999 \$ 30,000 - \$34,999 \$ 25,000 - \$29,999 \$ 35,000 - \$39,999 \$ 25,000 - \$29,999 \$ 50,000 - \$54,999 \$ 35,000 - \$39,999 \$ 35,000 - \$39,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

@ E @ Women Reporting Period: 1997 Form 2 Part B Members of Visible Minorities Men 9 | 8 Total Number Women Persons with Disabilities Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number m | m 5 0 13 35 1113 36 36 Women All Employees 19 19 Men X Province / Territory (specify) Ontario 129 Total Number 9;0 14 Quarter 4 6 2 Top and bottom of salary range \$ 80,000 - \$84,999 \$ 15,000 - \$19,999 \$100,000 and over \$ 15,000 - \$19,999 \$ 35,000 - \$39,999 \$ 25,000 - \$29,999 \$ 35,000 - \$39,999 \$ 10,000 - \$14,999 \$ 35,000 - \$39,999 \$ 5,000 - \$ 9,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

2 2 2 161 Women Form 2 Part B Reporting Period: 1997 Members of Visible Minorities 1 to 1 to 45 Men Total Number 6 4 2 6 206 2 5 28 Women Persons with Disabilities 10 Men Designated CMA (specify) Chartered Banks And Other Banking-Type Intermed Total Number 11 12 17 3 11 10 32 Women Aboriginal Peoples Men 12 4 Total Number 35 Industrial Sector: 31 363 469 1359 Women 39 57 All Employees 192 Ontario Men X Province / Territory (specify) Total Number 33 402 526 194 1551 1 2 3 2 3 Quarter Top and bottom of salary range \$ 30,000 - \$34,999 \$ 20,000 - \$24,999 \$ 10,000 - \$14,999 \$ 5,000 - \$ 9,999 \$ 5,000 - \$ 9,999 Under \$5,000 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Name of Business: Location

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

					SALARI	SUMMAKT	PERMANEN	I FULL-TIM	SALART SUMMART: PERMANENT FULL-TIME EMPLOYEES	S L			Form	3 Part A
reame or business.	Name of Business. BANK OF MONTREAL				Pur	Industrial Sector: C	hartered Banks	And Other Bar	Chartered Banks And Other Banking-Type Intermed	med			Reporting Period: 1997	riod: 1997
Location	National (Canada)	X Province / Territory (specify)		Ontario										
	Salary Ranges		,	All Employees		A	Aboriginal Peoples	5	Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
		_	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Under \$15,000													
	\$ 15,000 - \$19,999		22	ဖ	16	-	-					-	-	
	\$ 20,000 - \$24,999		581	122	459	24	60	16	21	7	14	110	29	2
	\$ 25,000 - \$29,899		1677	303	1374	42	80	34	49	16	32	397	97	300
	\$ 30,000 - \$34,999		1556	326	1230	26	NO.	21	27	9	21	439	101	338
	\$ 35,000 - \$37,499		736	192	544	Ø	41	ю	14	80	80	209	61	148
	\$ 37,500 - \$39,999		549	113	436	7		4	7	3	4	138	28	110
	\$ 40,000 - \$44,999		898	249	649	13	w.	60	21	7	4	220	74	148
	\$ 45,000 - \$49,999		614	189	425	4	2	2	16	8	10	128	62	76
	\$ 50,000 - \$59,999		954	423	531	Ø.	en	80	21	10	=	219	86	121
	\$ 60,000 - \$69,999		828	482	346	4	2	2	19	41	NO.	160	40	78
	\$ 70,000 - \$84,999		825	260	265	-	-		25	20	10	123	76	48
	\$ 85,000 - \$99,999		446	328	118	-		-	21	17	1	49	36	13
	\$100,000 and over		505	394	111	4	-		13	13		33	26	-
	TOTAL NUMBER OF EMPLOYEES		10191	3687	6504	139	40	66	254	124	130	2226	762	1464

Page 4 of 20

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Continue District March March												Eor	
National (Canada) X Province / Territory (specify) Ontario Salary Ranges	Name of Business: BANK OF MONTREAL			Ind	lustrial Sector: C	hartered Banks /	And Other Bar	iking-Type inte	pem			Reporting Period: 1997	sriod: 1997
Total Number Men Women Total Number Men Men	Location National (Canada)	X Province / Territory (specify)	Ontario										
Total Number Men Women Total Number Men Women Total Number Men Total Number Total Number 47 45 45 32 81 5 1 4 1 1 103 103 22 81 5 1 4 1 <th>Salary Ranges</th> <th></th> <th>All Employees</th> <th></th> <th>A</th> <th>boriginal Peoples</th> <th></th> <th>Pers</th> <th>ons with Disabi</th> <th>lities</th> <th>Membe</th> <th>Members of Visible Minorities</th> <th>norities</th>	Salary Ranges		All Employees		A	boriginal Peoples		Pers	ons with Disabi	lities	Membe	Members of Visible Minorities	norities
47 15 32 1		Total Number		Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
63 10 53 1 4 103 22 81 5 1 4 167 20 147 2 2 2 192 19 173 2 2 2 224 36 196 7 1 6 190 18 172 7 7 7 134 9 125 7 1 6 13 1 12 1 6 13 1 12 1 6 13 1 12 1 1 13 1 12 1 1 13 1 12 1 1 13 1 12 1 1 13 1 12 1 1 13 1 12 1 1	Under \$5,000	47		32							10	4	•
167 20 147 2 2 182 19 173 2 2 225 29 196 7 1 6 234 36 196 7 1 6 190 18 172 7 7 134 9 125 7 1 6 114 11 103 7 1 6 13 1 12 1 1 13 1 12 1 1 22 22 2 1 4	\$ 5,000 - \$ 7,499	63		53	-		-				11	10	12
157 20 147 2 2 152 29 173 2 2 224 36 196 7 1 6 150 18 172 7 7 134 9 125 7 1 6 134 1 103 7 1 6 13 1 12 1 1 13 1 12 1 1 13 1 12 1 1 22 22 22	\$ 7,500 - \$ 9,999	103		81	ю	-	-	-		-	22		16
192 19 173 2 2 225 29 196 7 1 6 190 18 172 7 7 134 9 125 7 1 6 114 11 103 7 1 6 13 1 12 1 1 1 13 1 12 1 1 13 1 12 1 1 13 1 12 1 1 22 22 22 2	\$ 10,000 - \$12,499	167		147	2		2	w	2	6	18	-	4
225 29 196 7 1 6 234 36 196 3 3 3 190 18 172 7 7 7 134 11 103 7 1 6 13 1 12 1 6 13 1 12 1 1 13 1 12 1 1 22 22 22	\$ 12,500 - \$14,899	192		173	2		2	10	-	+	24	7	11
190 18 172 7 7 134 9 125 7 1 6 114 11 103 7 1 6 13 1 12 1 1 1 13 1 12 1 1 22 22 22	\$ 15,000 - \$17,499	225		196	7	-	60	NO.		ю	39	0	31
190 18 172 7 7 134 9 125 7 1 6 114 11 103 1 6 34 1 33 1 12 1 13 1 12 1 1 22 22 22	\$ 17,500 - \$19,999	234		198	6		е е	ø		9	23	6	11
134 9 125 7 1 6 6 125 13 13 14 11 12 14 15 15 15 15 15 15 15 15 15 15 15 15 15	\$ 20,000 - \$22,499	190		172	7		7	4	-	6	21	2	19
114 11 103 34 1 33 13 1 12 1 22 22 22	\$ 22,500 - \$24,999	134		125	7	-	8	m	1	2	6	-	60
13 1 12 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	\$ 25,000 - \$29,999	114		103				1		-	18	2	16
13 1 12 1 12 2 22	\$ 30,000 - \$34,999	34	-	33				1		-	*		7
13 1	\$ 35,000 - \$39,999	13	1	12	-		-						
22	\$ 40,000 - \$49,999	43		12									
	\$ 50,000 and over	22		22							-		-
TOTAL NUMBER OF EMPLOYEES 1651 192 1359 35 3 31 31	TOTAL NUMBER OF EMPLOYEES		192	1359	35	3	32	31	10	26	206	45	161

PERMANENT FULL-TIME EMPLOYEES HIRED

					CANICACION OCC. IIMIC CIMI CO I CC. MINED	I IIII FIMIL F	OIEES HIN	,				Form	Form 4 Part A
Name of Business: BANK OF MONTREAL				Ind	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	nartered Banks	And Other Ba	nking-Type Inter	med			Reporting Period: 1997	iod: 1997
Location National (Canada)	Province / Territory (specify)	lory (specify)	Ontario										
Occupational Groups		,	All Employees		Ab	Aboriginal Peoples		Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	orities
	4	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		16	11	NO.	1	1					-	-	
Middle and Other Managers		217	118	66	2	-	-	-	-		31	16	15
Professionals		386	237	149	6	1	2	ID.	NO.		70	37	33
Semi-Professionals and Technicians		3		3									
Supervisors		4.	ıo	6							-	1	
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		427	193	234	7	2	ю	+	6	-	88	72	38
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers		3	-	2							-	-	
Clerical Personnel		319	109	210	40	2	3	6	2	-	30	13	11
Intermediate Sales and Service Personnel		-		-									
Semi-Skilled Manual Workers		-	-		-	-							
Other Sales and Service Personnel		2	-	1							2	-	-
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES HIRED	Q	1389	676	713	19	80	11	13	=	2	202	46	105

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

24 22 Women Reporting Period: 1997 Members of Visible Minorities 13 Men Total Number -80 30 37 Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 9 Women Aboriginal Peoples Men Total Number -9 9 -20 191 250 Women 73 All Employees 31 104 X Province / Territory (specify) Ontarto Men Total Number 9 -15 264 354 TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT FULL-TIME EMPLOYEES PROMOTED

											Form	Form D Part A
Name of Business: BANK OF MONTREAL			- Lud	ustrial Sector: Ch	nartered Banks	And Other Ba	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	pem			Reporting Period: 1997	riod: 1997
Location National (Canada) X Province /	X Province / Territory (specify)	Ontario										
Occupational Groups		All Employees		Ab	Aboriginal Peoples		Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	11	2	9									
Middle and Other Managers	550	270	280	8	-	2	13	60	NO.	83	39	2
Professionais	989	302	384	6	2	-	12	*	80	193	88	104
Semi-Professionals and Technicians	7	3	4							-		-
Supervisors	124	25	66	-		-	4	-	6	31	80	23
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel	1358	273	1085	31	7	24	26	NO.	21	306	73	233
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers	-	-										
Clerical Personnel	277	147	625	20	4	16	21	-	11	210	56	181
Intermediate Sales and Service Personnel	NO.	3	2							-	1	
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES PROMOTED	3514	1029	2485	92	14	2	76	22	22	825	266	629
TOTAL NUMBER OF PROMOTIONS	4086	1192	2894	74	21	53	87	28	59	957	317	640

PERMANENT PART-TIME EMPLOYEES PROMOTED

Name of Business												Form	Form 3 Part B
BANK OF MONTREAL				Pul	lustrial Sector: CI	nartered Bank	s And Other Ba	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	med			Reporting Pariod: 1997	riod: 1997
Location (Canada)	X Province	X Province / Territory (specify)	Ontario										
Occupational Groups			All Employees		A	Aboriginal Peoples	S	Perso	Persons with Disabilities	lities	Membe	Members of Visible Minorities	Orition
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Mon	Momen
Senior Managers													TO A
Middle and Other Managers		10		10									
Professionals		#	6	80							-	-	
Semi-Professionals and Technicians		-		-									
Supervisors		6		60							-		-
Supervisors: Crafts and Trades													
Administrative and Senior Cierical Personnel	-	128	19	109	-		-	-		-	13	4	6
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		409	47	362	13	6	10	10		10	\$	0	60
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES PROMOTED	PROMOTED	562	69	493	14	6	#	=		#	6.90	12	46
TOTAL NUMBER OF PROMOTIONS	s	909	74	532	14	6	=	1		14	2	7	:

PERMANENT FULL-TIME EMPLOYEES TERMINATED

				LIVING	LUMPHEN OCK-TIME EMPLOTEES TERMINATED	I IIIIC CINIL C	OICES IER	MINAIED				Form	Form 6 Part A
Name of Business: BANK OF MONTREAL				- Lud	Industrial Sector: C	hartered Banks	And Other Ba	Chartered Banks And Other Banking-Type Intermed	med			Reporting Period: 1997	riod: 1997
Location National (Canada)	X Province / Territory (specify)		Ontario										
Occupational Groups		1	All Employees		A	Aboriginal Peoples	80	Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
	F	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		100	14	1									
Middle and Other Managers		229	156	73	1	-		11	10	-	29	18	=======================================
Professionals		184	116	68	m	2	1	9	2	4	39	24	10
Semi-Professionals and Technicians		4	2	2							-	1	
Supervisors		31	7	24				F	-		7	2	10
Supervisors: Crafts and Trades													
Administrative and Senior Cierical Personnel		286	105	181	IÓ.	3	2	7	3	-	45	21	24
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers		-	-								-	1	
Cierical Personnel		333	89	265	11	-	10	4D	3	3	51	12	39
Intermediate Sales and Service Personnel		-	-										
Semi-Skilled Manual Workers													
Other Sales and Service Personnel		21	15	9				-		-	4	n	-
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES TERMINATED	MINATED	1105	485	620	20	7	13	29	19	10	177	82	96

PERMANENT PART-TIME EMPLOYEES TERMINATED

27 32 Form 6 Part B Women Reporting Period: 1997 Members of Visible Minorities 7 12 4 Men Total Number 7 4 39 -46 8 Women Persons with Disabilities 9 Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 12 13 2 £ Women Aboriginal Peoples 7 ~ Men Total Number 12 13 10 # 322 374 Women All Employees 21 67 91 X Province / Territory (specify) Ontario Men NO. 10 2 Total Number 62 389 465 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

1997 Form 2 Part A Women Members of Visible Minorities Reporting Period: Men Total Number Persons with Disabilities Men Designated CMA (specify) Industrial Sector. Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number - | 2 9 2 18 18 69 Women All Employees 4.5 15 12 Manitoba Men Province / Territory (specify) 27 27 27 27 Total Number 22 22 87 87 Quarter × \$100,000 and over \$100,000 and over Top and bottom of salary range \$ 35,000 - \$39,999 \$ 65,000 - \$69,999 \$ 25,000 - \$29,999 \$ 50,000 - \$54,999 \$ 25,000 - \$29,999 \$ 20,000 - \$24,999 \$ 60,000 - \$64,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Semi-Professionals and Technicians Name of Business. Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Name of Business										2			Form	Form Z Part A
	REAL				-	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	artered Banks	And Other Bar	nking-Type Inte	pem			Reporting Period	riod: 1997
Location (Canada)	×	Province / 7	Province / Territory (specify)	Manitoba					Designated CMA (specify)	specify)				- 1
Occupational Groups	Top and bottom	Quarter		All Employees		AÈ	Aboriginal Peoples		Pers	Persons with Disabilities	lities	Members	Members of Visible Minoritles	Orities
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Momen
Skilled Sales and Service Personnel		3 -										1 1 1		
Skilled Crafts and Trades Workers		3 -							1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					
Clerical Personnel	\$ 45,000 - \$49,999	4 6	16		15	1		1	-	+				
	\$ 15,000 - \$19,999	1	74	m w	71	4 4		10	- 2		+ 0	- 100 10	2	
Intermediate Sales and Service Personnel		4 2 1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						1 1 1	
Semi-Skilled Manual Workers		4 6 2 -					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						1 1 1	
Other Sales and Service Personnel		4 6 2 -					1 1 1							
Other Manual Workers		4 6 2 -							1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					1 1 1
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		475	93	382	18	-	17	7	6	4	28	NO.	23

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Reporting Period: 1997 Form 2 Part B Women Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 4 Women All Employees Province / Territory (specify) Manitoba Men Total Number 6 4 0 Quarter × Top and bottom of salary range \$ 35,000 - \$39,999 \$ 10,000 - \$14,999 National (Canada) Name of Business: BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL	REAL				Pul	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	tered Banks A	nd Other Bar	nking-Type inte	реш			Reporting Period: 1997	riod: 1997
Location National (Canada)		ovince / To	X Province / Territory (specify) Manitoba	Manitoba					Designated CMA (specify)	specify)				
	Top and	Ounder	4	All Employees		Abor	Aboriginal Peoples		Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
Occupational Groups	bottom of salary range	Coalice	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4 8 2 -												
Skilled Crafts and Trades Workers		4 8 2 -						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						
Clerical Personnel	\$ 20,000 - \$24,999	4 6	24	- 2	23		1 1	- 4	\$ # # # # # # # # # # # # # # # # # # #			ຕ ເຜ :		es to
	Under \$5,000		13	1	12	1	-	1	1 1 1			1		1
Intermediate Sales and Service Personnel		4 6 2 -												
Semi-Skilled Manual Workers		4 6 2 -												
Other Sales and Service Personnel		4 8 2 -												
Other Manual Workers		4 6 0 -					1 1 1 1 4 1 1 1 1 1 1 1 1 1 1 1 1 1	1					1 2 7 1 1 4 2 1 4 5 1 5 6 1 5 6 1 5	
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		157	7	150	9		9				6		6

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

• 23 Women Form 3 Part A Reporting Period: 1997 Members of Visible Minorities 10 Men Total Number 9 7 28 2 Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 1 Women Aboriginal Peoples Men Total Number 2 ~ 10 -# 79 120 64 27 13 32 12 40 60 382 Women 6 All Employees N 7 4 en 2 20 16 15 93 X Province / Territory (specify) Manttoba Men Total Number 6 88 3 90 34 122 71 16 35 24 16 475 TOTAL NUMBER OF EMPLOYEES \$ 15,000 - \$19,999 \$ 20,000 - \$24,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 35,000 - \$37,499 \$ 40,000 - \$44,999 \$ 45,000 - \$49,999 \$ 50,000 - \$59,999 \$100,000 and over \$ 37,500 - \$39,999 \$ 60,000 - \$69,999 \$ 70,000 - \$84,999 \$ 85,000 - \$99,999 Under \$15,000 Salary Ranges National (Canada) BANK OF MONTREAL Name of Business Location

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Women Reporting Period: 1997 Members of Visible Minorities Men Total Number 8 Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men -2 2 Total Number 8 12 25 26 27 20 # 150 Women -2 All Employees X Province / Territory (specify) Manitoba Men 167 9 13 26 28 28 20 15 6 ~ Total Number TOTAL NUMBER OF EMPLOYEES \$ 30,000 - \$34,999 \$ 10,000 - \$12,499 \$ 12,500 - \$14,999 \$ 15,000 - \$17,499 \$ 17,500 - \$19,999 \$ 20,000 - \$22,499 \$ 22,500 - \$24,999 \$ 25,000 - \$29,999 \$ 35,000 - \$39,999 \$ 40,000 - \$49,999 \$ 50,000 and over \$ 5,000 - \$ 7,499 \$ 7,500 - \$ 9,999 Salary Ranges Under \$5,000 Name of Business: BANK OF MONTREAL National (Canada) Location

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business				-								Form	Form 4 Part A
BANK OF MONTREAL				=	dustrial Sector:	Chartered Bank	s And Other B	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	emed			Renording D	Reporting Deriod: 4887
Location National (Canada)	X Province / Territory (specify)		Manitoba									fillioday	anon issue
Occupational Groups		,	All Employees		,	Aboriginal Peoples	es	Per	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Momen
Senior Managers													1000
Middle and Other Managers													
Professionals		-		-									
Semi-Professionals and Technicians													
Supervisors													
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		=	*	7							2		
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		12	4	=							-		
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES HIRED	\mid	72	•	19									

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL				- Inc	fustrial Sector: C	hartered Bank	s And Other Ba	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	med			Reporting Period: 1997	eriod: 1997
Location National (Canada)	X Province /	X Province / Territory (specify)	Manitoba										
Occupational Groups			All Employees		A	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Members	Members of Visible Minoritles	norities
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers													
Middle and Other Managers													
Professionals													
Semi-Professionals and Technicians													
Supervisors													
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel													
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		30	7	23									
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES HIRED	RED	30	7	23									

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A Women Reporting Period: 1997 Members of Visible Minorities Men 9 Total Number 2 Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed 2 Total Number 10 10 Women Aboriginal Peoples Men ю Total Number 0 4 * 140 160 57 67 Women 4 Ξ e 18 19 All Employees X Province / Territory (specify) Manitoba Men Total Number 12 4 4 89 20 158 179 TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

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PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Women Reporting Period: 1997 Members of Visible Minorities Men 6 65 Total Number Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number m Women Aboriginal Peoples Men e Total Number 9 43 53 99 Women 2 All Employees X Province / Territory (specify) Manitoba Men 45 28 9 55 Total Number TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Location National (Canada) [X] Province / Territory (specify) Occupational Groups Middle and Other Managers Professionals Semit-Professionals and Technicians Supervisors: Crafts and Trades Administrative and Service Personnel Skilled Sales and Service Personnel Skilled Catts and Trades Workers	ilory (specify) Manitoba All Employees Total Number Men 16 13		Industrial Sector: Chartered Banks And Other Banking-Type Infermed	ered Banks And	Other Bankir	ng-Type Intern	peu			Reporting Pariod: 1987	
Occupational Groups Ranagers and Other Managers Professionals Professionals and Technicians Visors: Crafts and Trades Visors: Crafts and Trades Crafts and Service Personnel I Sales and Service Personnel Crafts and Trades Workers											1881
Groups		s								n	
ersonnel	Men		Aborie	Aboriginal Peoples	-	Person	Persons with Disabilities	ities	Member	Members of Visible Minorities	orities
Senior Managers Middle and Other Managers Professionals Semi-Professionals and Technicians Supervisors: Crafts and Trades Administrative and Senior Cierical Personnel Skilled Sales and Service Personnel		Women	Total Number	Men Wo	Women To	Total Number	Men	Women	Total Number	Men	Women
Middle and Other Managers Professionals Semil-Professionals and Technicians Supervisors: Crafts and Trades Administrative and Senior Cierical Personnel Skilled Sales and Service Personnel											
Professionals Semi-Professionals and Technicians Supervisors Supervisors: Crafts and Trades Administrative and Senior Clerical Personnel Skilled Sales and Service Personnel		9				2	2				
Semi-Professionals and Technicians Supervisors Supervisors: Crafts and Trades Administrative and Senior Cierical Personnel Skilled Sales and Service Personnel	7	6	1	-							
Supervisors: Supervisors: Crafts and Trades Administrative and Senior Clerical Personnel Skilled Sales and Service Personnel											
Supervisors: Crafts and Trades Administrative and Senior Cierical Personnel Skilled Sales and Service Personnel Skilled Crafts and Trades Workers	4	6									
Administrative and Senior Cierical Personnel Skilled Sales and Service Personnel Skilled Crafts and Trades Workers											
Skilled Sales and Service Personnel Skilled Crafts and Trades Workers	19 4	15				-		-	-		
Skilled Crafts and Trades Workers											
Clerical Personnel	25 2	23	2	-	-	-		-	-		
Intermediate Sales and Service Personnel											
Semi-Skilled Manual Workers											
Other Sales and Service Personnel											
Other Manual Workers											
TOTAL NUMBER OF EMPLOYEES TERMINATED	71 24	47	6	2	-	1	~	2	2		

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Women Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men 0 Total Number 22 24 Women 10 All Employees X Province / Territory (specify) Manitoba Men 29 Total Number 27 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Location National (Canada)						Idailial George	Sandorned Banks	And Other Day	market was a few and the same					
						Chartered Banks And Other Banking-Type Intermed	Harrered Banks	And Other Ba	nking-Type inter	med			Reporting Period:	1887 ibo
	×	Province /	nce / Territory (specify)	Saskatchewan	u.				Designated CMA (specify)	specify)				
Occupational Groups	Top and bottom	Quarter		All Employees		Ak	Aboriginal Peoples	80	Pers	Persons with Disabilities	ilities	Members	Members of Visible Minorities	rities
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4 6	-	+										
	\$100,000 and over	1		+	1 1 1 2 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Middle and Other Managers	\$ 90.000 - \$94.999	4	6	6									1	
		3	92	7					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-	-	
	\$ 40,000 - \$44,999	2	21	20	+ 0	1 1 1			1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					
			2 -	D +			-							
Professionals	\$ 65,000 - \$69,999	3	1		2 40	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	*				
	\$ 30 000 - \$34 999	2	7	2	10	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				1			
		-	Ф	1	40	1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1	1	1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1	1
Semi-Professionals and		4 1	1											
		5	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
		2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
		-												
Supervisors	\$ 40,000 - \$44,999	4 6	- 1	1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1				1			
		2				1	1	1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1	1 1 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1
	\$ 30,000 - \$34,999	-		1	6	1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1	1 4 5 2 6 7			1 1 1
Supervisors: Crafts and Trades		4											1	
		3	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-		1 1 1 1 1	1	1	1 1 1
		2					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1		-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
		-						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1	1	t t t t t t t t t t t t t t t t t t t			
Administrative and Senior Clerical	\$ 55,000 - \$59,999	4	10	2	60								1	
		60	33	W)	28		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		-	1 1 1 1	-		-
	\$ 20,000 - \$24,999	2	70	ဖ	64	2	-	+	1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
		-	70	6	19	-				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1 1 1 1 1	

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: BANK OF MONTREAL	REAL				lind	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ba	Iking-Type Into	ermed			Reporting Period: 1997	iod: 1997
Location (Canada)		ovince / T	X Province / Territory (specify)	Saskatchewan				Ô	Designated CMA (specify)	(specify)				
Occupational Groups	Top and	Ousrter	d	All Employees		٧	Aboriginal Peoples	s)	Per	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	orities
edpoin anomadono	bottom of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		1 2 3 1 4												3 1 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1
Skilled Crafts and Trades Workers		4 6 2 -		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1										
Clerical Personnel	\$ 35,000 - \$39,999	4 6	16	1 1	9 19						-			
	\$ 15,000 - \$19,999	1	45	3	45	2		2 2	-		1	1		n
Intermediate Sales and Service Personnel		4 6 2 -												
Semi-Skilled Manual Workers		4 6 2 -												
Other Sales and Service Personnel		4 8 2 -									1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 0 1 1 0 0 1 1 1 2 1 1 2 1 1 1 1 1 1 1 1 1 1 1		
Other Manual Workers		4 6 2 -												
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		369	11	292	11	3	80	7	2	5	6	-	89

Name of Business: BANK OF MONTREAL	TREAL				5	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ba	nking-Type inte	rmed			Reporting Pariod	orting Period 1997
Location National (Canada)	×	Province /	Province / Territory (specify)	Saskatchewan					Designated CMA (specify)	(specify)				
Occupational Groups	Top and	Ouarter		All Employees		×	Aboriginal Peoples		Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Momen
Senior Managers		4 6 2 -			1 t 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1									
Middle and Other Managers		4 6 2		1 1 1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					
Professionals		4 6 2												
Semi-Professionals and Technicians		- 2 3 4										1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Supervisors	\$ 15,000 - \$19,999	4 6 2	-	1 1 1	-						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
Supervisors: Crafts and Trades		4 8 2 -		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1										
Administrative and Senior Clerical Personnel	\$ 30,000 - \$34,999	4 .6 .2	- 4 10		F 4 W						t 1 0 t 1 t 1 t 1 t 1 t	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
		-	4		4	7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1	1		1	4 1 1 1 1 1 1 4 1	1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Reporting Period: 1997 Form 2 Part B Women Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Chartered Banks And Other Banking-Type Intermed Total Number 10 Women Aboriginal Peoples Men Total Number 60 Industrial Sector: 38 4 103 Women X Province / Territory (specify) Saskatchewan All Employees Men Total Number 1 38 34 103 Quarter Top and bottom of salary range \$ 25,000 - \$29,999 Under \$5,000 TOTAL NUMBER OF EMPLOYEES Under \$5,000 Under \$5,000 National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Women Form 3 Part A Reporting Period: 1997 Members of Visible Minorities Men 6 Total Number • Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 2 10 Women Aboriginal Peoples -+ Men Total Number 10 6 --Ξ 47 82 99 9 19 24 16 16 292 Women X Province / Territory (specify) Saskatchewan All Employees 2 -7 4 -2 e 60 7 16 18 77 Men Total Number 48 20 20 21 17 27 24 30 19 19 369 TOTAL NUMBER OF EMPLOYEES \$ 15,000 - \$19,999 \$ 20,000 - \$24,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 35,000 - \$37,499 \$ 37,500 - \$39,999 \$100,000 and over \$ 40,000 - \$44,999 \$ 45,000 - \$49,999 \$ 50,000 - \$59,999 \$ 60,000 - \$69,999 \$ 70,000 - \$84,999 \$ 85,000 - \$99,999 Salary Ranges Under \$15,000 National (Canada) BANK OF MONTREAL Name of Business: Location

			SALARY	SUMMARY:	PERMANE	IT PART-TIM	SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES	ES			Form	Form 3 Part B
Name of Business: BANK OF MONTREAL			Ind	ustrial Sector: Ch	artered Banks	And Other Ba	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	med			Reporting Period: 1997	riod: 1997
Location National (Canada) X Province /	X Province / Territory (specify)	Saskatchewan										
Salary Ranges		All Employees		Ab	Aboriginal Peoples	80	Pers	Persons with Disabilities	ities	Member	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$5,000	8		3									
\$ 5,000 - \$ 7,499	2		2									
\$ 7,500 - \$ 9,999	10		10							-		-
\$ 10,000 - \$12,499	19.		19	-		1				2		2
\$ 12,500 - \$14,999	10		10	-		+						
\$ 15,000 - \$17,499	20		20	-		-						
\$ 17,500 - \$19,999	20		20	-		+						
\$ 20,000 - \$22,499	6		6									
\$ 22,500 - \$24,999	9		80	-		-						
\$ 25,000 - \$29,999	60		3									
\$ 30,000 - \$34,999	-		-									
\$ 35,000 - \$39,999												
\$ 40,000 - \$49,999												
\$ 50,000 and over												
TOTAL NUMBER OF EMPLOYEES	103		103	9		NO.				3		9

PERMANENT FULL-TIME FMPI OYEES HIDED

Location All Employees Senior Managers Middle and Other Managers Middle and Other Managers Supervisors: Supervisors Superviso	Women	Total Number Men Women Total Number N	Chartered Banks And Aboriginal Peoples Men W	d Other Bank	ing-Type Inte	реш			Reporting	Reporting Period: 1997
nad a) X Province / Territory (specify) And Groups Total Number Personnel 5	Women	Abo Total Number	riginal Peoples Men N						Keporting	Period: 1997
Total Number Total Number Personnel 5		Abo								
Total Number 1 Personnel 5		Total Number			Pers	Persons with Disabilities	ilities	Mean		
ns Personnel	-			Women	Total Number	Men	Momen	Membe	0 20	inorities
ns Personnel	-							I Otal Wumber	Men	Women
ns Personnel										
Personnel										
Personnel										
Personnel	_									
Personnel										
Skilled Sales and Service Personnel Skilled Crafts and Trades Workers	-	-		-	-		-			
Skilled Crafts and Trades Workers										
Clerical Personnel	2 2				-	-				
Intermediate Sales and Service Personnel						-				
Semi-Skilled Manual Workers										
Other Sales and Service Personnel										
Other Manual Workers										
TOTAL NUMBER OF EMPLOYEES HIRED 10	7	-	+	†-	1.		1			

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: BANK OF MONTREAL				<u>=</u>	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Bank	s And Other Ba	inking-Type inte	peun			Reporting Period: 1997	1997 :police
Location National (Canada)	X Province /	X Province / Territory (specify)	Saskatchewan										
Occupational Groups			All Employees		A	Aboriginal Peoples	Se	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers													
Middle and Other Managers													
Professionals													
Semi-Professionals and Technicians													
Supervisors													
Supervisors: Crafts and Trades													
Administrative and Senior Cierical Personnel													
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel		29	-	28							-		
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES HIRED	IRED	29	-	28							-		

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Women Form 5 Part A Reporting Period: 1997 Members of Visible Minorities Men Total Number ~ ~ Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number ~ Women Aboriginal Peoples Men Total Number 2 ~ 48 33 88 96 Women | R Province / Territory (specify) Saskatchewan All Employees ÷ 65 Men m 4 Total Number 2 49 36 95 103 TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel Name of Business: BANK OF MONTREAL National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B Women Reporting Period: 1997 Members of Visible Minorities Men Total Number ~ **Моте** Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 2 35 m 27 30 Women X Province / Territory (specify) Saskatchewan 4 All Employees Men Total Number 65 3 38 9 TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT FULL-TIME EMPLOYEES TERMINATED

14				CEL TIME CINE CONTROL EN INVAILED	TIME CIME C	0155	USI WILLIAM				Form	Form 6 Part A
Name of Business: BANK OF MONTREAL			al.	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other B	anking-Type Inte	peun			Reporting Period: 1997	riod: 1997
Location National (Canada) X Province	M Province / Territory (specify) Saskatchewan	Saskatchew										
Occupational Groups		All Employees		At	Aboriginal Peoples	65	Per	Persons with Disabilities	oilities	Membe	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	-	1										
Middle and Other Managers	4	4										
Professionals	-	-										
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel	13	4	6	2		2	-		-			
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	15	2	13				-					
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	25	12	22	2		2	2	-	-			

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B Women Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 42 \$ Women X Province / Territory (specify) Saskatchewan All Employees Men Total Number 43 45 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

11 14 Women 1997 Form 2 Part A Members of Visible Minorities Reporting Period: - 10 4 Men 10 19 Total Number Women Persons with Disabilities Men Designated CMA (specify) Chartered Banks And Other Banking-Type Intermed 11 2 Total Number Women Aboriginal Peoples - 6 8 Men Total Number Industrial Sector. 27 200 316 78 97 Women 16 15 27 47 All Employees X Province / Territory (specify) Alberta Men 17 42 227 363 Total Number Quarter \$100,000 and over \$100,000 and over Top and bottom of salary range \$100,000 and over \$ 35,000 - \$39,999 \$ 30,000 - \$34,999 \$ 45,000 - \$49,999 \$ 30,000 - \$34,999 \$ 65,000 - \$69,999 \$ 20,000 - \$24,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

134 4 | 38 | 12 Reporting Period: 1997 Women Form 2 Part A Members of Visible Minorities 28 Men 160 42 Total Number 37 Women Persons with Disabilities 22 Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed 59 Total Number es ino 20 Women Aboriginal Peoples 5 Men 33 Total Number 31 227 1161 Women 402 35 All Employees Men Alberta X Province / Territory (specify) 32 32 253 189 1563 Total Number 3 Quarter \$ 45,000 - \$49,999 \$ 55,000 - \$59,999 \$ 55,000 - \$59,999 \$ 30,000 - \$34,999 \$ 30,000 - \$34,999 Top and bottom of salary range \$ 15,000 - \$19,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Name of Business: Location

Reporting Period: 1997 Form 2 Part B Women Members of Visible Minorities Men Total Number Women Persons with Disabilit Men Designated CMA (specify) Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number Industrial Sector: Women All Employees Men X Province / Territory (specify) Alberta 32 37 30 Total Number Quarter 4 6 2 -Top and bottom of salary range \$ 45,000 - \$49,999 \$ 30,000 - \$34,999 \$ 40,000 - \$44,999 \$ 20,000 - \$24,999 \$ 30,000 - \$34,999 \$ 25,000 - \$29,999 \$ 35,000 - \$39,999 Under \$5,000 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: BANK OF MONTREAL	TREAL				드	dustrial Sector:	Chartered Bank	And Other B.	Industrial Sector: Chartered Banks And Other Bankling Type Intermed	rmad			Commercial	
							The contract of the contract o	a Jamo Dille	ann od i - Burun	Dalling			reporting P	Reporting Period. 1887
Location (Canada)		rovince /	X Province / Territory (specify)	Alberta					Designated CMA (specify)	(specify)				
Occupational Groups	Top and	Ouarter		All Employees)	Aboriginal Peoples	Se	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4 8 2 -												
Skilled Crafts and Trades Workers		4 6 2 -												
Clerical Personnel	\$ 25,000 - \$29,999	4 6	52	13	156	2		2	2 8	2	2 9	9	2	26
	Under \$5,000	2 1	118	8 8	109	24 -	-				2	9	4 4	7. 4
Intermediate Sales and Service Personnel		4 6 2 -												
Semi-Skilled Manual Workers		4 8 2 -										1 1 1		
Other Sales and Service Personnel	1	4 8 2 -												
Other Manual Workers		4 6 2 -												
TOTAL NUMBE	TOTAL NUMBER OF EMPLOYEES		483	46	437	10	-	4	15	7	=	69	9	63

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

18 3 26 134 Form 3 Part A Reporting Period: 1997 Members of Visible Minorities 6 --26 Men Total Number 80 72 29 ю 9 160 m = ~ 37 Women Persons with Disabilities ~ -80 Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Ξ 13 = 69 7 20 Women Aboriginal Peoples 2 5 Men Total Number 9 9 8 4 10 N 8 357 278 86 68 109 88 65 55 24 7 1161 Women All Employees 22 65 28 ~ 26 16 52 50 30 67 32 402 Men Alberta X Province / Territory (specify) Total Number 131 422 306 93 114 74 81 74 107 2 36 36 1563 TOTAL NUMBER OF EMPLOYEES \$ 20,000 - \$24,999 \$ 15,000 - \$19,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 35,000 - \$37,499 \$ 37,500 - \$39,999 \$ 40,000 - \$44,999 \$ 45,000 - \$49,999 \$ 50,000 - \$59,999 \$ 60,000 - \$69,999 \$ 70,000 - \$84,999 \$ 85,000 - \$99,999 \$100,000 and over Under \$15,000 Salary Ranges National (Canada) Name of Business: BANK OF MONTREAL Location

				SALARY	SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES	PERMANE	NT PART-TIN	RE EMPLOYE	ES			Form	Form 3 Part B
Name of Business: BANK OF MONTREAL				Pul .	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Bank	s And Other Ba	nking-Type Inte	peuu			Reporting Period: 1997	riod: 1997
Location National (Canada) X Pri	X Province / Territory (specify)		Alberta										
Salary Rances		A	All Employees		۷	Aboriginal Peoples	se	Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	norities
O. B. D. C. D.	Tota	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$5,000		14	6	11							-	-	
\$ 5,000 - \$ 7,499		18	2	16							7		*
\$ 7,500 - \$ 9,999		27		27	1		-				n		8
\$ 10,000 - \$12,499		63	80	55				-		-	7		7
\$ 12,500 - \$14,999		73	6	25	2	-	-	м	2	-	=	2	•
\$ 15,000 - \$17,499		64	4	09	-		-	2		2	6		•
\$ 17,500 - \$19,999		06	6	25	-		-	ю	2	m	12	2	10
\$ 20,000 - \$22,499		99	-	65				m		6	1		=
\$ 22,500 - \$24,999		35	-	33							60	-	7
\$ 25,000 - \$29,999		19	ю	7							2		2
\$ 30,000 - \$34,999		10	2	80							-		-
\$ 35,000 - \$39,999		6	2	1									
\$ 40,000 - \$49,999		2		2				-		-			
\$ 50,000 and over													
TOTAL NUMBER OF EMPLOYEES		483	46	437	ю	-	4	15	4	Ħ	69	9	63

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A Women Reporting Period: 1997 Members of Visible Minorities 12 Men Total Number ю 12 18 Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 2 Women Aboriginal Peoples Men Total Number en 7 28 62 101 Women 4 All Employees 22 42 74 Men X Province / Territory (specify) Alberta Total Number ~ 2 Ξ 20 104 175 TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Skilled Crafts and Trades Workers Other Sales and Service Personnel Supervisors: Crafts and Trades Middle and Other Managers Semi-Skilled Manual Workers Other Manual Workers Clerical Personnel Senior Managers Professionais Supervisors Location

PERMANENT PART-TIME EMPLOYEES HIRED

			PERMA	PERMANENT PART-TIME EMPLOYEES HIRED	TIME EMPL	OYEES HIR	ED				Form	Form 4 Part B
Name of Business: BANK OF MONTREAL			Ind	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Bank	a And Other Ba	inking-Type Inte	rmed			Reporting Period: 1997	riod: 1997
Location National (Canada) X Province	X Province / Territory (specify)	Alberta										
Occupational Groups		All Employees		¥	Aboriginal Peoples	80	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers												
Professionals												
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel	34	80	26				-	-		2	-	1
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	121	28	93	2	-	-	+		-	13	67	10
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	155	36	119	2	-	1	2	-	-	101	4	11

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Occupational Groups Managers			- L	Justrial Sector								
ial (Canada) upational Groups				5	hartered Banks	And Other Ba	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	rmed			Reporting Deriver 4007	Winds - being
Occupational Groups Senior Managers	X Province / Territory (specify)	Alberta									Simodon	and Tools
Senior Managers		All Employees		Ab	Aboriginal Peoples	8	Pers	Persons with Disabilities	illine	Member	Members of Visible Missessie	and the second
Senior Managers	Total Number	Men	Мотеп	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men Visibile Mil	TOTILIES
												ANOMERICA
Middle and Other Managers	99	28	31	6	-	2	2	2		1	-	
Professionals	80 80	22	33				3		e	- 40		
Semi-Professionals and Technicians											•	
Supervisors	16	2	14				-		-			
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel	257	39	218	SO.	9	2	4	2	2	38		1
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	196	24	172	6		6	IO.		10	2	2	2
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel	2		2							-		
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES PROMOTED	585	115	470	=	•	7	101	1	=	08	9	92
TOTAL NUMBER OF PROMOTIONS	687	133	554	4	9	6	0	4	3	3		

PERMANENT PART-TIME EMPLOYEES PROMOTED

9 22 Women Form 5 Part B Reporting Period: 1997 Members of Visible Minorities Men N 22 23 Total Number 20 Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number * 25 97 131 123 Women m 9 9 12 All Employees Men X Province / Territory (specify) Alberta Total Number -28 103 133 143 TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Ξ 101 Form 6 Part A Women Reporting Period: 1997 Members of Visible Minorities 9 Men 25 Total Number 7 -4 Women Persons with Disabilities -Men Industrial Sector. Chartered Banks And Other Banking-Type Intermed 7 Total Number = 6 Women Aboriginal Peoples -Men Total Number ø 80 58 26 176 Women 12 e 25 18 22 18 All Employees Men X Province / Territory (specify) Alberta 21 Total Number 32 = 9/ 116 257 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

6 Women Reporting Period: 1997 Members of Visible Minorities m Men 22 28 Total Number 8 Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number m Women Aboriginal Peoples Men e Total Number m 192 23 164 Women 60 28 37 All Employees Men X Province / Territory (specify) Alberta Total Number 31 192 229 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

Name of Business BANK OF MONTREAL	ITREAL				-t	Industrial Sector: Character Banks And Otton	hardened Dank	O TOTAL	and the Table					
Manual Ma							narrered banks	s And Other Ba	nking-iype inte	Delli			Reporting Period:	iod: 1887
Location National (Canada)		Province /	X Province / Territory (specify)	British Columbia	nbia				Designated CMA (specify)	(specify)				
Occupational Groups	Top and	Quarter		All Employees		₹	Aboriginal Peoples	60	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	orities
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4 6	-	-	1	1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1					
	\$100,000 and over	2	7	2					1 4 1 1 1 1 1 1 1				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
		- -	7	D 4	2							-		-
Middle and Other Managers	\$100,000 and over	1 60	61	56	10				2	2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1	
	¢ 30 000 ¢34 000	2	178	124	25	-	1	1 1 1 1 1 1			-	19	12	7
	000,000	-	47	21	26	-	1 1 1	-	4	2	2	1 60		
Professionals	\$100,000 and over	4 6			-		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
	\$ 35,000 , \$10,000	2	37	16	21	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1		1 1 1 1 1 1			-
		-	111	30	81	1	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	140	9	2	14	4	-0+
Semi-Professionals and Technicians		4 6			1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						1	
		2 -			1	1 3 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						
Supervisors		4	9	2	3							-		
	888,404 - 000,00 4	3	10	-	10		1	1 0 1 1 0 1 1 1 1	1 1 1 1 1 1 1 1 1	1	1		1 1	
	\$ 30 000 . \$34 999	2	0	2	7	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3	2	-
	555	-	14	2	12	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1	-	-	1		1 1 1	
Supervisors: Crafts and Trades		4 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		-									
		2	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-		1	3 2 5 2 6	-	
		-	0 1 2 0 0 0 0 0		1 1 1	1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1	1	1	1		1
Administrative and Senior Clerical	\$ 65.000 - \$69.999	4	11	6	80							-	-	
Personnel	_		106	15	91	4	-		-	1	1 1	20	+	16
	\$ 20,000 - \$24,999		445	65	386	=	60	80	11	8	6	101	13	88
		-	304	26	248	7	2	NO.	10	-	*	99	15	91

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

X Province / Territory (specify) British Columbia Total Number Men Women Total Number T	Name of Business: BANK OF MONTREAL	ı.				lnd	Justrial Sector: C	hartered Banks	And Other Bar	aking-Type inte	rmad			Denoting Dariod	riod 4887
National (Canada) X Province / Territory (specify) British Columbia Anoriginal Peoples Canada / Anoriginal Peoples										adf. B				Labouring L	HIOU. 1887
#Workers Top and Top	National (Canada		rovince / T		British Colun	pia				Designated CMA (specify)	(specify)				
#Workers S 50,000 - \$54,999 2 2 2 2 2 2 2 2 2	cupational Groups	Top and	Ouarter		All Employees		¥	boriginal Peoples	3	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	iorities
#Workers # Workers # Workers # S 50,000 - \$54,999 # 1		of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Меп	Women	Total Number	Men	Women
\$ 55,000 - \$59,999	les and Service		4 2 2 1												
\$ 55,000 - \$54,999	afts and Trades Workers		4 2 1				1								
\$ 15,000 - \$19,999		\$ 50,000 - \$54,999	4 6	9	4	23	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1					- 100	1 2	
\$ 55,000 - \$59,999 - 4 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	-	\$ 15,000 - \$19,999	1	189	23	166		m	8 1-	(ac) (ac)		80 1-	73	12	79
\$ 55,000 - \$59,999 - 2 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1		\$ 55,000 - \$59,999	4 6	-	- 1 1					1	1 1				
1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	•	\$ 55,000 - \$59,999	1 1 1		-	1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1	1	1	3 5 6 3 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	1
2 2 2 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	ed Manual Workers		4 8 3 4	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1											
A MINISTED CYCER (400	s and Service		3 - 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1										
0000	ual Workers		3 -		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1										
CONT. CORP.	TOTAL NUMBER OF	EMPLOYEES		1899	490	1409	44	11	33	80	11	33	396	80	316

Name of Business: BANK OF MONTREAL	TREAL				- L	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ba	Inkina-Type Inte	med			Reporting Deriod	uting Deriod 4887
Location (Canada)		Province /	Province / Territory (specify)	Delete Columbia					Calcada One Calcada	, distribution			Riminday	
	Top and			All Emolovees		A.	Aboriginal Peoples		Dare	Dersone with Dischilities	litios	Marsh	Members of Weilsh Miles	
Occupational Groups	bottom of salary range	Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4 6 2												
Middle and Other Managers	\$ 35,000 - \$39,999	- 4 6	2		2	1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1					
	\$ 5,000 - \$ 9,999	2 2 -		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1										
Professionals	\$ 45,000 - \$49,999	4 6	-	1 1 1 1 1	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					1 1 2 1 3 4 4 4			
	\$ 25,000 - \$29,999	- 2		1	- 6							1 1		
Semi-Professionals and Technicians		4 6				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
		1 -					1 0 0 1 0 1 0 1 0 1 0 1 0 1							
Supervisors	\$ 50,000 - \$54,999	4 6	-											
	\$ 20,000 - \$24,999	- 2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							1	t t t t t t t t t t t t t t t t t t t		
Supervisors: Crafts and Trades		4 6		1 1 1 1 1								1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
		1		1 1 1					† 		: : : :			
Administrative and Senior Clerical Personnel	\$ 45,000 - \$49,999	4 6	24	9	18			-			6 6 7 8 9 6	2	1	
	Under \$5,000	5 +	10 1	24	53	1 1	-				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1	1 1,	
			:	,	٥							*	-	

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business														
MANUEL STREET BANK OF MONTREAL	REAL					Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ba	nking-Type inte	med			Reporting Period:	riod: 1997
Location (Canada)		ovince / T	X Province / Territory (specify)	British Columbia					Designated CMA (specify)	specify)				
Occupational Groups	Top and	Ousider		All Employees		A	Aboriginal Peoples	S.	Pers	Persons with Disabilities	ries	Membe	Members of Visible Minorities	oriliae
	bottom of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		3 4				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1								
Skilled Crafts and Trades Workers		4 5 -					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							
Clerical Personnel	\$ 40,000 - \$44,999 Under \$5,000	3 2 2	316	20 20	56 296	1 1-1	2			- 6	CV 400	7 14 5	N M	12 12 81
Intermediate Sales and Service Personnel		4 6 2 -					1 1 1					67		
Semi-Skilled Manual Workers		4 6 2 -										1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Other Sales and Service Personnel		4 8 2 -				J I C J I I I I I I I I I I I I I I I I								
Other Manual Workers		4 6 2 +				1 4 4 6 1 1 6 1 1 1 1 1 1 1 1 1 1 1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1		
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES	П	627	22	570	20	8	17	18	ID.	13	117	13	104

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A Women Reporting Period: 1997 Members of Visible Minorities 2 Men Total Number • -Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Ξ Ξ ~ m Women Aboriginal Peoples -Ξ Men Total Number ~ Women X Province / Territory (specify) British Columbia All Employees 4-Men Total Number TOTAL NUMBER OF EMPLOYEES \$ 15,000 - \$19,999 \$ 20,000 - \$24,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 35,000 - \$37,499 \$ 37,500 - \$39,999 \$ 40,000 - \$44,999 \$ 45,000 - \$49,999 \$ 50,000 - \$59,999 \$ 70,000 - \$84,999 \$100,000 and over \$ 60,000 - \$69,999 \$ 85,000 - \$99,999 Under \$15,000 Salary Ranges National (Canada) BANK OF MONTREAL Name of Business: Location

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

104 9 5 9 24 Women Reporting Period: 1997 Members of Visible Minorities 13 7 Men 117 80 Total Number = 2 24 = F m 5 -8 Women Persons with Disabilities 10 ~ Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed -18 7 Total Number + 17 6 8 4 Women Aboriginal Peoples 7 9-Men 2 9 7 2 20 60 ~ Total Number 9 929 100 <u>..</u> 92 26 15 27 5 79 46 31 Women **British Columbia** 40 4 ~ 57 50 6 -60 7 7 All Employees Men X Province / Territory (specify) 4 18 55 88 66 47 35 13 ~ 627 Total Number 28 82 107 TOTAL NUMBER OF EMPLOYEES \$ 10,000 - \$12,499 \$ 15,000 - \$17,499 \$ 20,000 - \$22,499 \$ 22,500 - \$24,999 \$ 30,000 - \$34,999 \$ 40,000 - \$49,999 \$ 50,000 and over \$ 12,500 - \$14,999 \$ 17,500 - \$19,999 \$ 25,000 - \$29,999 \$ 35,000 - \$39,999 \$ 5,000 - \$ 7,499 \$ 7,500 - \$ 9,999 Salary Ranges Under \$5,000 National (Canada) BANK OF MONTREAL Name of Business: Location

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A Women Reporting Period: 1997 Members of Visible Minorities Men Total Number 13 17 Women Persons with Disabilities 177 Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number -3 29 16 49 Women X Province / Territory (specify) British Columbia All Employees 3 33 Ξ 25 Men Total Number 9 62 27 103 TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Skilled Crafts and Trades Workers Other Sales and Service Personnel Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Women Total Number Men	Name of Business: BANK OF MONTREAL				Ind	Justrial Sector: Cl	hartered Banks	s And Other Ba	Industrial Sector. Chartered Banks And Other Banking-Type Intermed	реш			Reporting Period: 1997	ariod: 1997
Total Number Men Women Total Number Men	National (Canada)	Province / Territory (Iritish Colum	ıbia									
Total Number Men Women Total Number Men Women Total Number Men	Company of Company		All	Employees		A	boriginal People	sh en	Perso	ons with Disabi	ilities	Membe	Members of Visible Minorities	norities
raonnel 9 5 4	Occupational Groups	Total	Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
risonnel 9 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Senior Managers													
raonnel 9 5 4	Middle and Other Managers													
reannel 9 5 4 4 1 1 2 2 2 1 1 1 1 2 2 2 2 1 1 1 1 2 2 2 2 1 1 1 1 2	Professionals													
arronnel 9 5 4 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	Semi-Professionals and Technicians													
Preomel 9 5 4 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Supervisors													
Paraonnel 81 20 61 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Supervisors: Crafts and Trades													
Difference of the second of th	Administrative and Senior Clerical Personnel		6	lin	4							*	-	6
Sonnel 81 20 61 2 2	Skilled Sales and Service Personnel													
81 20 61 2 2	Skilled Crafts and Trades Workers													
	Clerical Personnel		81	20	19		2		1		1	12	2	10
	intermediate Sales and Service Personnel													
	Semi-Skilled Manual Workers													
	Other Sales and Service Personnel													
	Other Manual Workers													
65 2	TOTAL NUMBER OF EMPLOYEES HIRED		06	25	65	2			-		-	18	e	13

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Name of Dusiness				ENTRY OFF-TIME CHILD SEE PROMOTED	- CIMIL CO I EE	S PROMO	leD.				Form	Form 5 Part A
Marine of Dusiness. BANK OF MONTREAL			ou.	Industrial Sector: CI	nartered Banks	And Other Ba	Chartered Banks And Other Banking-Type Intermed	med			Reporting Period: 1997	riod: 1997
Location National (Canada) X Provi	X Province / Territory (specify)	British Columbia	nbia									
Occupational Groups		All Employees		At	Aboriginal Peoples		Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	norities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	**	1										
Middle and Other Managers	88	37	31				6	2	-	6	0	3
Professionals	21	7	4.							10	-	•
Semi-Professionals and Technicians												
Supervisors	19	NO.	2				1	-		3	2	-
Supervisors: Crafts and Trades												
Administrative and Senior Cierical Personnel	282	61	221	60	6	2	40	2	6	62	15	47
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	163	32	131	80	m	un .	IO.		NO.	45	0	36
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES PROMOTED	854	143	411	13	40	7	14	10	6	124	33	18
TOTAL NUMBER OF PROMOTIONS	643	163	480	13	9	7	16	LO.	11	137	37	100
										,		

PERMANENT PART-TIME EMPLOYEES PROMOTED

60 20 Form 5 Part B Women Reporting Period: 1997 Members of Visible Minorities Men Total Number 20 21 23 Women Persons with Disabilities -Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 8 ю Women Aboriginal Peoples -Men Total Number 9 113 22 142 136 Women X Province / Territory (specify) British Columbia All Employees ø 0 Men Total Number -22 122 152 145 TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Skilled Crafts and Trades Workers Other Sales and Service Personnel Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

Marine of BOSITIESS. BANK OF MONTREAL				Inc	dustrial Sector.								
Location National (Canada)	Province	X Province / Territory (snecify)	Beleichen Chaiste		Chartered Banks And Other Banking-Type Interned	hartered Bank	s And Other Ba	inking-Type inte	peuu			Reporting Period: 1997	ariod: 1997
			- 13	HOIG									
Occupational Groups		Total Mumber	cui cui bioyees	100	A	Aboriginal Peoples	1	Pers	Persons with Disabilities	oilities	Membe	Members of Visible Minorities	norities
		I OLAI MUTILIDEI	Men	women	lotal Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		2	2										
Middle and Other Managers		2	33	1							60	9	
Professionals		20	11	6				2		2	2	2	
Semi-Professionals and Technicians													
Supervisors		6	-	80							-		
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel		82	22	09	4	-	3	-		-	19	1	12
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Cierical Personnel		93	15	78	7			9		6	15	2	13
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES TERMINATED	MINATED	250	28	166	-	ľ	ľ	ľ		1			

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

23 22 Women Reporting Period: 1997 Members of Visible Minorities . Men Total Number 28 200 9 Women Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 14 7 10 Women Aboriginal Peoples N) IC. Men Total Number 10 10 2 6 135 147 Women X Province / Territory (specify) British Columbia 9 32 42 All Employees Men -~ 167 Total Number 19 189 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Name of Business: BANK OF MONTREAL Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

1997 Form 2 Part A Women Members of Visible Minorities Reporting Period: Men Total Number Women Persons with Disabilities X Designated CMA (specify) Halifax Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 15 24 Women 1 All Employees 3 2 Men Province / Territory (specify) Total Number 15 26 39 Quarter \$100,000 and over \$ 90,000 - \$94,999 Top and bottom of salary range \$ 25,000 - \$29,999 \$ 65,000 - \$69,999 \$ 40,000 - \$44,999 \$ 40,000 - \$44,999 \$ 25,000 - \$29,999 \$ 55,000 - \$59,999 \$ 20,000 - \$24,999 National (Canada) Name of Business: BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Semi-Professionals and Technicians Senior Managers Professionals Supervisors Location

Мотеп 1997 Form 2 Part A Members of Visible Minorities Reporting Period: Men Total Number Ξ Women Persons with Disabilities X Designated CMA (specify) Hallfax Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 14 14 28 27 178 Women All Employees 2 Men Province / Territory (specify) Total Number 32 32 232 Quarter Top and bottom of salary range \$ 40,000 - \$44,999 \$ 20,000 - \$24,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

Women Form 2 Part B 1997 Members of Visible Minorities Reporting Period: Men Total Number Women Persons with Disabilities X Designated CMA (specify) Hallfax Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number Women All Employees Men Total Number Province / Territory (specify) Quarter 4 | 60 3 3 2 4 8 2 Top and bottom of salary range \$ 25,000 - \$29,999 \$ 10,000 - \$14,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

Women Form 2 Part B Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities X Designated CMA (specify) Halifax Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number क् क 45 Women ~ 2 All Employees Men Province / Territory (specify) Total Number 47 Quarter \$ 20,000 - \$24,999 Top and bottom of salary range TOTAL NUMBER OF EMPLOYEES Under \$5,000 National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

)	NOT WIND	OCCUPATIONAL GROOTS: PERMANENI FULL-IIME EMPLOTEES	PERMANE	NI FULL-11	ME EMPLOTE	וני			Form 2	2 Part A
Name of Business: BANK OF MONTREAL	REAL				르	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	hartered Bank	a And Other Ba	anking-Type Inte	ттед			Reporting Period:	sriod: 1997
Location National (Canada)		rovince / T	Province / Territory (specify)					×	X Designated CMA (specify) Montreal	(specify) Mon	itreal			
Occupational Groups	Top and	Quarter		All Employees		A	Aboriginal Peoples	40	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		3	1	1	1	1 1 1 1 1 1 1 1			-	-				
	\$100,000 and over	2	7	6 2						-	1		-	1 1
Middle and Other Managers	\$100,000 and over	3		-							1 1 1			1 1 1 1 1 1
	\$ 30,000 - \$34,999	2	329	40	134	1 2			- 10	9		17	11	1 60
Professionals	\$100,000 and over	4 6	3 12	2 2	-						1		1 2 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	\$ 30,000 - \$34,999	1-1-2-1	13	146	184	2				-	2	1 42	101	23
Semi-Professionals and Technicians	\$ 45,000 - \$49,999	4 6	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-	1								1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	\$ 45,000 - \$49,999	2		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							1			
Supervisors	\$ 50,000 - \$54,999	4 6	18	8	12	Ī			-		-	- 1		-
	\$ 25,000 - \$29,999	2 -	35	w w	30				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			7 7	2 -	n 4 +
Supervisors: Crafts and Trades		4 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1									1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
		1	-			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1		1 1 2 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4			
Administrative and Senior Clerical Personnel	666'69\$ - 000'59 \$	4 6	10	10 80	509	1								
	\$ 20.000 - \$24.999	2	554	110	444		2	80	7	4	9	62	18	
		-	515	129	386	13	7	80	1	8	1	57	13	1

Form 2 Part A

231 7 7 2 Women Members of Visible Minoritles Reporting Period: 98 1219 Men 329 Total Number 2 8 8 31 Women Montreal Persons with Disabilities 21 Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 12:0 52 33 × Women Aboriginal Peoples 15 Men 5 10 2 48 Total Number 11 72 457 1974 Women 16 18 123 32 904 Men 90 90 156 2878 Province / Territory (specify) Total Number Quarter Top and bottom of salary range \$ 45,000 - \$49,999 \$ 15,000 - \$19,999 \$ 60,000 - \$64,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 30,000 - \$34,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnei Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Name of Business: Location

Reporting Period: 1997 Form 2 Part B Women Members of Visible Minorities Men Total Number Women X Designated CMA (specify) Montreal Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 86 Women All Employees 8 8 Men Province / Territory (specify) Total Number 94 Quarter Top and bottom of salary range \$ 50,000 - \$54,999 \$ 45,000 - \$49,999 \$ 45,000 - \$49,999 \$ 20,000 - \$24,999 \$ 25,000 - \$29,999 \$ 20,000 - \$24,999 \$ 55,000 - \$59,999 \$ 5,000 - \$ 9,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

Form 2 Part B

10 10 10 47 1997 Women Members of Visible Minorities Reporting Period: 5 Men 8 Total Number 12 2 2 Designated CMA (specify) Montreal Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 16 × Women Aboriginal Peoples Men 17 Total Number 120 226 86 582 Women 33 110 Men 132 259 125 692 Province / Territory (specify) Total Number 100 Top and bottom of salary range \$ 35,000 - \$39,999 Under \$5,000 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

16 329 12 12 12 Form 2 Part A 1997 Women Members of Visible Minorities Reporting Perlod: 6 125 296 Men 240 566 19 19 19 19 23 23 222 Total Number 12 20 Women Persons with Disabilities Toronto 35 2 33 Men Designated CMA (specify) Chartered Banks And Other Banking-Type Intermed 4 2 2 53 1 2 1 9 Total Number 4 4 × Women Aboriginal Peoples Men 17 17 Total Number Industrial Sector: 45 670 3 66 947 994 50 Women 45 20 13 102 1095 All Employees 36 251 241 Men 54 Province / Territory (specify) 2089 52 70 70 56 102 Total Number \$100,000 and over \$100,000 and over \$ 30,000 - \$34,999 \$100,000 and over \$ 20,000 - \$24,999 Top and bottom of salary range \$ 50,000 - \$54,999 \$ 30,000 - \$34,999 \$ 55,000 - \$59,999 \$ 25,000 - \$29,999 \$ 70,000 - \$74,999 \$ 40,000 - \$44,999 \$ 75,000 - \$79,999 \$ 15,000 - \$19,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

Form 2 Part A

						0								- 1
Name of business: BANK OF MONTREAL	EAL					industrial Sector. Chartered Banks And Other Banking-Type Intermed	hartered Banks	And Other Ban	king-Type inte	peuu			Reporting Period:	iod: 1997
Location National (Canada)		Province	ince / Territory (specify)					×	X Designated CMA (specify)	(specify) Toronto	nto			
and the state of t	Top and	Ouster		All Employees		A	Aboriginal Peoples		Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	orities
Occupational Groups	bottom of salary range	Cuan	Total Number	r Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel	\$ 30,000 - \$34,999	4 6	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	-	1 1	t t t t t t t t t t t t t t t t t t t	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1	1 1	1 3 1 1 1 1 1	
	\$ 30,000 - \$34,999	1 1		1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1								
Skilled Crafts and Trades Workers	\$ 55,000 - \$59,999	4 6		-		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 3	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	t 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	5 T
	\$ 30,000 - \$34,999	1 1		-					1		1			
Cierical Personnel	\$ 50,000 - \$54,999	4 6	34			1			1 10	2	8	74	16	100 HD
	\$ 15,000 - \$19,999	2 -	798	156	642	41	7	6 2	23	7	16	353	76	277
intermediate Sales and Service Personnel	\$ 60,000 - \$64,999	4 6		3									1	
	\$ 30,000 - \$34,999	- 12	13	3	9				1		-	6	4	2
Semi-Skilled Manual Workers	\$ 35,000 - \$39,999	4 6		3 2								1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
	\$ 25,000 - \$29,999	1					1		-	-	1 1			
Other Sales and Service Personnel	\$ 50,000 - \$54,999	4 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		E		1	1		- 2	- (24)	
	\$ 25,000 - \$29,999	7 - 2		2 2 2	8	-	2 2 2 4 5 5	1	-	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	4	2 2	2
Other Manual Workers	\$ 35,000 - \$39,999	4 6												
	\$ 35,000 - \$39,999	1					5 5 8 9 1 1 1							
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		7684	4 3181	4503	94	31	63	189	106	83	2099	743	1356

8 12 8 Women 1997 Form 2 Part B Members of Visible Minorities Reporting Period: Men £ . eo Total Number Women Persons with Disabilities X Designated CMA (specify) Toronto Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 22 45 56 33 10 Women 4 6 + Men 4 7 59 11 22 Province / Territory (specify) Total Number 4 6 2 Quarter 1 5 3 6 2 -| | က \$ 80,000 - \$84,999 \$100,000 and over \$ 35,000 - \$39,999 Top and bottom of salary range \$ 20,000 - \$24,999 \$ 20,000 - \$24,999 \$ 35,000 - \$39,999 \$ 25,000 - \$29,999 \$ 10,000 - \$14,999 \$ 35,000 - \$39,999 \$ 5,000 - \$ 9,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

Form 2 Part B

19 19 28 124 1997 Women Members of Visible Minorities Reporting Period: 4 8 8 4 Men Total Number 4 5 5 8 m 165 Women Persons with Disabilities Designated CMA (specify) Toronto 4 Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number F 13 × Women Aboriginal Peoples 2 Men 15 Total Number 25 106 149 95 594 **Моте** 25 25 42 30 149 All Employees Men 131 743 Province / Territory (specify) **Total Number** Quarter 4 8 2 + 4 | w 2 4 | 6 15 3 Top and bottom of salary range \$ 30,000 - \$34,999 \$ 20,000 - \$24,999 \$ 10,000 - \$14,999 Under \$5,000 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Name of Business: Location

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Women Form 2 Part A Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Designated CMA (specify) Winnipeg Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 2 -× Women Aboriginal Peoples Men Total Number 12 4 0 19 19 48 2 2 2 2 2 Women 13 All Employees Men Province / Territory (specify) 16.16 21 88 12 Total Number Quarter 1 60 37.7 4 6 2 -4 8 2 + 12 Top and bottom of salary range \$100,000 and over \$100,000 and over \$ 40,000 - \$44,999 \$ 65,000 - \$69,999 \$ 40,000 - \$44,999 \$ 50,000 - \$54,999 \$ 25,000 - \$29,999 \$ 55,000 - \$59,999 \$ 20,000 - \$24,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

23 Reporting Period: 1997 Form 2 Part A Women Members of Visible Minorities 4 Men Total Number 27 2 Women X Designated CMA (specify) Winnipeg Persons with Disabilities 8 Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 9 Women Aboriginal Peoples Men 17 Total Number 15 60 72 300 Women 2 All Employees Men 16 62 364 Province / Territory (specify) Total Number Quarter \$ 45,000 - \$49,999 \$ 15,000 - \$19,999 Top and bottom of salary range TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

Form 2 Part B Reporting Period: 1997 Women Members of Visible Minorities Men Total Number Women Designated CMA (specify) Winnipeg Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number × Women Aboriginal Peoples Men Total Number Women Men Province / Territory (specify) Total Number Quarter 4 | 6 | 7 | -Top and bottom of salary range \$ 35,000 - \$39,999 \$ 10,000 - \$14,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

Reporting Period: 1997 Form 2 Part B Women Members of Visible Minorities Men Total Number Women X Designated CMA (specify) Winnipeg Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 19 36 9 97 Women All Employees 40 Men Total Number Province / Territory (specify) 20 38 21 21 102 Quarter - 2 3 4 2 2 -2 3 2 3 Top and bottom of salary range \$ 20,000 - \$24,999 Under \$5,000 TOTAL NUMBER OF EMPLOYEES National (Canada) Name of Business: BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Location

Form 2 Part A

Reporting Period: 1997 Women Members of Visible Minorities Men Total Number Women Persons with Disabilities X Designated CMA (specify) Regina Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 12 4 Women All Employees Men Province / Territory (specify) 13 13 Total Number Quarter \$100,000 and over Top and bottom of salary range \$ 85,000 - \$89,999 \$ 50,000 - \$54,999 \$ 50,000 - \$54,999 \$ 35,000 - \$39,999 \$ 35,000 - \$39,999 \$ 35,000 - \$39,999 \$ 50,000 - \$54,999 \$ 25,000 - \$29,999 National (Canada) Name of Business BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Senior Managers Supervisors Location

Form 2 Part A

Reporting Period: 1997 Women Members of Visible Minorities Men Total Number Women Persons with Disabilities X Designated CMA (specify) Regina Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 4 71 Women 22 All Employees Men 1216 93 Province / Territory (specify) Total Number Quarter \$ 35,000 - \$39,999 Top and bottom of salary range \$ 15,000 - \$19,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Name of Business: Location

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Reporting Period: 1997 Women Members of Visible Minorities Men Total Number Women Persons with Disabilities X Designated CMA (specify) Regina Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number Women All Employees Men Province / Territory (specify) Total Number Quarter 4 | 6 | 2 | -4 | 6 | 6 Top and bottom of salary range \$ 15,000 - \$19,999 \$ 20,000 - \$24,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

Form 2 Part B

Reporting Period: 1997 Women Members of Visible Minorities Men Total Number Women Persons with Disabilities X Designated CMA (specify) Regina Men industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men 7 Total Number 2 2 28 Women All Employ Men Province / Territory (specify) 28 Total Number Quarter Top and bottom of salary range \$ 25,000 - \$29,999 Under \$5,000 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

Form 2 Part A 1997 Women Members of Visible Minorities Reporting Period: Total Number X Designated CMA (specify) Edmonton Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Aboriginal Peoples Men Total Number 73 12 12 Women 101 20 All Employees 10 Men Province / Territory (specify) 24 12 | 5 Total Number 47 Quarter \$100,000 and over \$100,000 and over \$ 35,000 - \$39,999 \$ 85,000 - \$89,999 \$ 30,000 - \$34,999 \$ 45,000 - \$49,999 \$ 30,000 - \$34,999 \$ 65,000 - \$69,999 \$ 20,000 - \$24,999 Top and bottom National (Canada) Name of Business: BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Semi-Professionals and Technicians Senior Managers Professionals Supervisors Location

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

0 | 50 38 Reporting Period: 1997 Women Form 2 Part A Members of Visible Minorities Men Total Number 0 1 Women X Designated CMA (specify) Edmonton Persons with Disabilities N Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 9 19 49 259 Women 50 Men 24 22 24 Province / Territory (specify) Total Number 344 Quarter 4 | 6 | 2 | -2 -3 2 Top and bottom of salary range \$ 35,000 - \$39,999 \$ 15,000 - \$19,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

Name of Business: BANK OF STATES				00	CUPATION	OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES	PERMANE	NT PART-TI	WE EMPLOY	EES			Form	Form 2 Part B
MON OF MON	IIKEAL				Ē	Industrial Sector: Chartered Banks And Other Banking Type Intermed	hartered Banks	And Other Ba	oking-Type lote	bema				- 1
Location National (Canada)		Province /	Province / Territory (specify)						peinostod CMA	Datti			Reporting Period:	riod: 1997
Occupational Groups	Top and	Ousiter		All Employees		4	Aborininal December		Carginated Cimic (specify) Edmonton	specify) Edin	onton			
	of salary range		Total Number	Men	Momon		ourginal recipie		Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
Senior Managers		4			TO TO TO	I otal Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
		6 2 -												
Middle and Other Managers		4 6		1			1						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
		2 -	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						t	
Professionals		4 6											1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
		2 -					1 1	6 t 1 s 1 s 1 s 1 s 1 s 1 s						1 4 - 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Semi-Professionals and Technicians		4 6								1				
		2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1				1 1
Supervisors	\$ 25,000 - \$29,999	4 6	-		1									
	\$ 25,000 - \$29,999	2 -		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				
Supervisors: Crafts and Trades		4 6										2 2 2		
		2		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					
Administrative and Senior Clerical Personnel	\$ 35,000 - \$39,999	4	80	6	40	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1								
		n 0	9	2	*	1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			3	-	
	Under \$5,000	1	-		4	1				1 1	1 1 1 1 1 1 1 1 1 1		1 1	

Form 2 Part B

13 Women Reporting Period: 1997 Members of Visible Minorities Men 7 Total Number ~ Women X Designated CMA (specify) Edmonton Persons with Disabilities Men Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number Industrial Sector: 35 15 93 Women 9 Men 23 36 17 Province / Territory (specify) 103 Total Number Quarter 3 12 3 Top and bottom of salary range \$ 20,000 - \$24,999 TOTAL NUMBER OF EMPLOYEES Under \$5,000 National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Name of Business: Location

10 Women Form 2 Part A Reporting Period: 1997 Members of Visible Minorities Men Total Number 13 Persons with Disabilities X Designated CMA (specify) Calgary Men Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number Industrial Sector: 51 209 24 111 Women 10 3 3 26 26 ₩ | = | E All Employees Men Province / Territory (specify) Total Number 123 10 10 32 122 168 Quarter 3 4 6 3, \$100,000 and over \$100,000 and over \$100,000 and over Top and bottom of salary range \$ 40,000 - \$44,999 \$ 30,000 - \$34,999 \$ 45,000 - \$49,999 \$ 30,000 - \$34,999 \$ 60,000 - \$64,999 \$ 20,000 - \$24,999 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

24 24 83 Women Reporting Period: 1997 Form 2 Part A Members of Visible Minorities 18 Men Total Number 31 4 101 25 Women Persons with Disabilities X Designated CMA (specify) Calgary 7 Men Industrial Sector. Chartered Banks And Other Banking-Type Intermed Total Number 39 Women Aboriginal Peoples 10 Men Total Number 12 5 15 108 664 Women 0 4 All Employees 238 Men 173 Province / Territory (specify) Total Number 16 902 4 6 2 -Quarter 4 6 2 -4 6 2 12:1 1 60 1 2 3 12 3 Top and bottom of salary range \$ 45,000 - \$49,999 \$ 20,000 - \$24,999 \$ 55,000 - \$59,999 \$ 55,000 - \$59,999 \$ 30,000 - \$34,999 \$ 30,000 - \$34,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

Form 2 Part B Reporting Period: 1997 Women Members of Visible Minorities Men Total Number Women Persons with Disabilities X Designated CMA (specify) Calgary Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 20 Women Men Total Number Province / Territory (specify) 10 10 23 23 29 4 6 Quarter Top and bottom of salary range \$ 45,000 - \$49,999 \$ 30,000 - \$34,999 \$ 35,000 - \$39,999 \$ 20,000 - \$24,999 \$ 30,000 - \$34,999 \$ 30,000 - \$34,999 \$ 35,000 - \$39,999 Under \$5,000 National (Canada) Name of Business: BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Senior Managers Professionals Supervisors Location

9 2 5 9 Women Reporting Period: 1997 Form 2 Part B Members of Visible Minorities Men Total Number 17:0 51 Persons with Disabilities X Designated CMA (specify) Calgary Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number m Мотеп Aboriginal Peoples Men Total Number 6 31 58 50 25 230 Women All Employees 10 35 Men Province / Territory (specify) Total Number 31 68 67 27 265 Quarter 1 2 3 12 3 Top and bottom of salary range \$ 25,000 - \$29,999 Under \$5,000 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Name of Business: Location

Name of Business: BANK OF MONTREAL Location National (Canada)														
	EAL				Pul	Industrial Sector: Chartered Banks And Other Banking-Type Intermed	artered Banks	And Other Ba	anking-Type inte	peuu			Reporting Period:	riod: 1997
		ovince / Te	Province / Territory (specify)					×	Designated CMA (specify) Vancouver	(specify) Van	couver			
Occupational Groups	Top and	Ouarter	,	All Employees		Ab	Aboriginal Peoples	8	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	orities
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4 6	-	-	1	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	1 9 9 1		8 9 0 0 1			1		
		2	2	2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1	1	1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
	\$100,000 and over	-	4	2	2	3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
Middle and Other Managers	\$100 000 and outer	4	13	13					-	-				
	200,000	3	38	35	60	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 2 2 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2	2	
	£ 10 000 £ 24 000	2	108	75	33		-	1 1 1 2 4 6 6 7	1	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	100	#	7
	00000	-	28	10	18	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	6	-	2	4	-	
Professionals	\$100,000 and over	4	-		-									
		3				1 2 3 4 4 1	1	1						
	\$ 15 000 - \$10 000	2	13	7	ဖ				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1	-	1	-
	000000000000000000000000000000000000000	-	80	24	56	-	-	1 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4	2	2	13	4	
Semi-Professionals and		4												
Technicians		9				1	t t t t	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1		1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1
		2				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	5 0 5 1 1 5	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			-	1	
		-							1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 4 1 1 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Supervisors	¢ 60 000 664 000	4	un.	2	3							-		-
	00,000 - 001,000	3	9	-	NO.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		1			1
	\$ 30 000 - \$34 000	2	80	2	80	1	1 5 7 1 0 0	t 1 1 1 1 1	} 	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3	2	
		-	7	2	un			5 0 0 1	1	-		2	-	7
Supervisors: Crafts and Trades		4												
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		2	1 1 1 1 1 1 1 1 1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				3				
		-												
Administrative and Senior Clerical	\$ 65,000 - \$69,999	4	6	3	9									
Personnel		3	4	9	33	-		-				12	7	
	\$ 20.000 - \$24.999	2	213	29	184	10	-	*	2		2	74	-	63
		-	234	29	182	7	2	10	80	2	4	90	14	99

Form 2 Part A

292 2 2 Reporting Period: 1997 Women Members of Visible Minorities 73 Men Total Number 365 72 21 Women Persons with Disabilities 10 Men Designated CMA (specify) Industrial Sector: Chartered Banks And Other Banking-Type Intermed 31 Total Number 20 × Women Aboriginal Peoples Men 28 Total Number 131 21 875 Women All Employees 22 339 Men Total Number 25 153 212 1214 Province / Territory (specify) 4 6 4 | 6 | 2 | + 3 3 4 | 6 | 2 Quarter 4 6 4 -Top and bottom of salary range \$ 50,000 - \$54,999 \$ 15,000 - \$19,999 \$ 55,000 - \$59,999 \$ 55,000 - \$59,999 TOTAL NUMBER OF EMPLOYEES National (Canada) BANK OF MONTREAL Skilled Crafts and Trades Workers intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

Women Reporting Period: 1997 Form 2 Part B Members of Visible Minorities Men **Total Number** Women X Designated CMA (specify) Vancouver Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number Women Aboriginal Peoples Men Total Number 23 23 5 Women All Employees Men Province / Territory (specify) Total Number 9 | 9 | 9 | 0 3 2 3 Quarter 2 | 3 4 8 2 -Top and bottom of salary range \$ 35,000 - \$39,999 \$ 45,000 - \$49,999 \$ 25,000 - \$29,999 \$ 50,000 - \$54,999 \$ 20,000 - \$24,999 \$ 35,000 - \$39,999 \$ 5,000 - \$ 9,999 Under \$5,000 National (Canada) BANK OF MONTREAL Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

1 4 7 87 Reporting Period: 1997 Form 2 Part B Women Members of Visible Minorities 13 Men Total Number 13 100 9 Women Designated CMA (specify) Vancouver Persons with Disabilities Men Industrial Sector: Chartered Banks And Other Banking-Type Intermed Total Number 7 × Women Aboriginal Peoples es Men Total Number 9 32 142 75 304 Women 17 All Employees 53 Men Province / Territory (specify) 36 Total Number 357 2 2 Quarter 4 6 2 -4 6 2 4 2 3 + 4 6 2 -4 6 2 -15 3 Top and bottom of salary range \$ 40,000 - \$44,999 Under \$5,000 TOTAL NUMBER OF EMPLOYEES National (Canada) Name of Business: BANK OF MONTREAL Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Location







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1998: Annual Employer's Report
For the year ending December 1997
Employment Equity Act

1998 : Rapport annuel de l'employeur pour l'année se terminant en décembre 1997 Loi sur l'équité en matière d'emploi

TNT Canada Inc





TNT CANADA INC.

EXECUTIVE SUMMARY

During calendar year 1997 TNT Canada experienced significant organizational changes that included a management buy out representing approximately one half of our total business revenue.

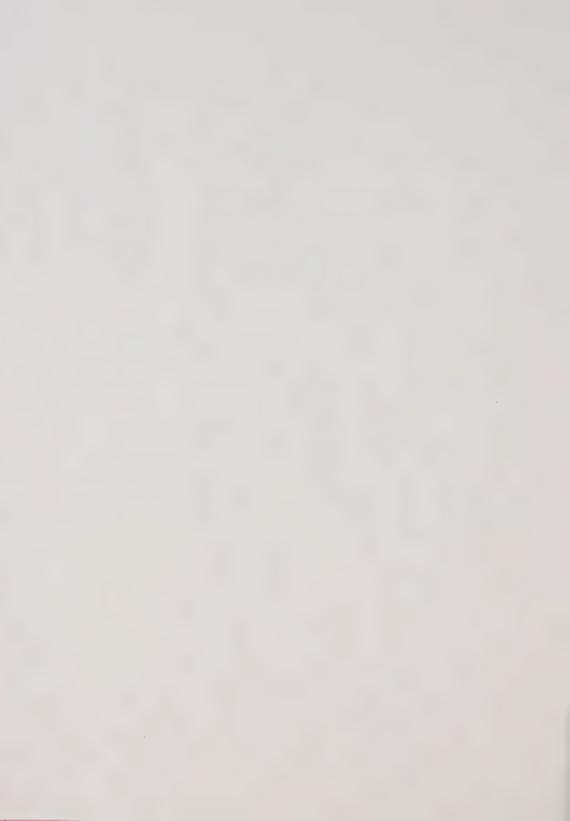
This transaction was directly attributable to the purchase of TNT Limited by KPN during 1996 and the resultant rationalization of businesses deemed to be "non-core".

While TNT Canada has successfully divested itself of significant non-core business, the remaining business continues to grow aggressively, growing organically during 1997 at more than thirty five percent. These changes have been very challenging for the senior management, managing both the divestitures of companies while simultaneously managing the explosive customer growth.

In addition to this re-organization, we are working towards rationalizing all of the North American TNT entities including Express Worldwide and Mailfast, which are both, headquartered in New York. We have now established a North American "synergy" team comprised of members from all of these businesses and this team is focused on human resource issues including employment equity activities.

There are many human resource initiatives that we are targeting for resolution and implementation during January of 1998 to coincide with the legal requirement for changes to occur with the beginning of a new calendar year. (i.e. pensions & benefits)

As we move forward with stabilizing our organization in preparation for continued successful growth and development, we will be placing further emphasis on employment equity ensuring compliance for our future.



NAME OF EMPLOYER		F ADDRESS	- U 4 +		OFFICERS		NOSILION	\$		1	O INDUSTRIAL (1)	SECTOR(S)	(E)) =	(3)		THE PROPERTY OF	•	CATEGORIES		(S)	CERTIFICATION C	4		ACCURACY				
FULL LEGAL NAME (1) THT CANADA INC	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	(3) S800 AMBLER DRIVE SUITE 210	MISSISSAUGA, ONTARIO For L4W4J4	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	(S) D.J. DAVIDSON	POSITION TITLE	6) CEO & PRESIDENT	INDUSTRIAL SECTOR 1	10) Truck Transport Industries	INDUSTRIAL SECTOR 2		INDUSTRIAL SECTOR 3		INDUSTRIAL SECTOR 4		(15)	NUMBER OF PERMANENT			181	1. (Name) [J] J. DHV (BSON)	RMATION CONTAINED IN FORMS 1 to 6 IS				2	DATE THREE 33 198	Dhiy	Think
								NO. OF EMPLOYEES	1356	NO OF EMPLOYEES		NO. OF EMPLOYEES		NO OF EMPLOYEES		16)	NUMBER OF TEMPORARY			0	ERTIFY ON BEHALF OF (Legal n	ACCURATE IN EVERY RESPEC					SIGNATURE	SIGNATURE	SIGNATURE
COMMON OR BUSINESS NAME (2) THE CANADA INC.	MAILING ADDRESS	(4) 5800 AMBLER DRIVER SUITE 210	MISSISSAUGA, ONTARIO	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	(7) PATTY DOUGLAS	POSITION TITLE	(8) PAYROLL & BENEFITS SUPVRS					GEOGRAPHICAL	ABEAS		EMPLOYEES LOCATED	EACH AREA)					HEREBY CERTIFY ON BEHALF OF (Legal name of employer) TWT CANADA INC.	CT, TO THE BEST OF MY KNOWLEDGE A		// . / / /	1	M. I MA	Man 1	The state of the s	The same of the sa
			Ont L4W4J4	R EMPLOYMENT EQUI				(17) DESIGNATED C.M. As		Calgary	200		Halifax	Montreal	Regina	,	Loronto	Vancouver	Winnipeg	(19 EMPLOYEES IN CANADA	14 INC.	ND BELIEF					j		i
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						ONE NUMBER	212-6412	TERRITORIE		1089	220	m •	o ec	,	60	0	° ;	24		1356									

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Human Resources Development Canada

Page 1 of 20

1997 Form 2 Part A Women Members of Visible Minorities Reporting Period Men Fotal Number Women Persons with Disabilities Men Designated CMA (specify) Total Number Industrial Sector Truck Transport Industries Women Aboriginal Peoples Men Total Number 22 Women 28 109 All Employees 13, 8 29 19 Men 28 Province / Territory (specify) Total Number 10 32 Quarter 3 \$100,000 and over Top and bottom of salary range \$ 55,000 - \$59,999 \$100,000 and over \$ 25,000 - \$29,999 \$ 50,000 - \$54,999 \$ 10,000 - \$14,999 \$ 45,000 - \$49,999 \$ 45,000 - \$49,999 \$ 20,000 - \$24,999 Under \$5,000 National (Canada) THT CANADA INC Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers × Semi-Professionals and Technicians Name of Business Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business THT CAMADA INC					Indi	Industrial Sector Track Transport Industrial	Transmit	ndisetries					Denoding Desired	1004 + 003
ONI KOKNAO INI							ace italiabout	- 1					s filling r c	100
Location X National (Canada)		Province / T	Province / Territory (specify)						Designated CMA (specify)	specify)				
Occupational Groups	Top and	Ouarter	4	All Employees		At	Aboriginal Peoples		Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	orities
occopations of the same	bottom of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Мотеп	Total Number	Men	Women
Skilled Sales and Service Personnel		4 6 2 1												
Skilled Crafts and Trades Workers	\$ 40,000 - \$44,999	4 6	40	40	1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1		1				
	\$ 30,000 - \$34,999	1		3			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
Clerical Personnel	\$ 60,000 - \$64,999	4 6	18	15	12		-	2 1 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	-	1			-	
	Under \$5,000	1	171	37	134	Ţ.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			14	1	13
Intermediate Sales and Service Personnel	\$ 35,000 - \$39,999	4 ,6	-		-		1 1	2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1			1		-
	\$ 25,000 - \$29,999	1	- 4	2	2			-						
Semi-Skilled Manual Workers	\$ 50,000 - \$54,999	4 . 6	80 1 80 1 S S S S S S S S S S S S S S S S S S	557	-		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			21	21	
	Under \$5,000	1 - 1 - 1	12	12	1	1		1	1				1 1 1 1 1 1	
Other Sales and Service Personnel		4 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
		1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				-		1			
Other Manual Workers		4 6		1 1 1 1 1 1 1 1 1 1 1 1	1 1 1		† 1 1 1 1 1 1 1 1 1 1		1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	1 1	1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1	1 1
		1											;	1
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		1181	964	217	2	-	-	2	2		49	32	17

Form 2 Part B OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business TNT CANADA INC.	0				Ind	Industrial Sector								
							ruck transport industries	Industries					Reporting Period 1997	1997 boi
Location X National (Canada)		Province / T	Province / Territory (specify)						Designated CMA (specify)	specify)				
Occupational Groups	Top and	Ovarter		All Employees		A	Aboriginal Peoples	S	Perso	Persons with Disabilities	ties	Member	Members of Visible Minorities	Drittee
	of salary range		Total Number	Men	Мотеп	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		3 2 2		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		5 J I 1 I I	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1	
Middle and Other Managers	\$ 40,000 - \$44,999	4 6	-	-					1					
	\$ 5,000 - \$ 9,999	2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1				i 1 i 1 i 1 i 1 i 1 i 1 i 1 i 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1
Professionals		9 . 6		1 1 1										
		2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7 1 7 1 1 1 1 1 1 1 1 1	1				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1				
Semi-Professionals and Technicians		4 6		1 1 1							1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1		
		1				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Supervisors	\$ 10,000 - \$14,999	3	-	-										
	Under \$5,000	- 5	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
Supervisors: Crafts and Trades		3			1									
		2 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Administrative and Senior Clerical Personnel		9 - 0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							
		1	1		1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1	

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business. The CANADA INC	0				- Indi	Industrial Sector: Truck Transport Industries	uck Transport	Industries					Reporting Period	1997
Location X National (Canada)	lnada)	Province / T	Province / Territory (specify)						Designated CMA (specify)	specify)				
Occupational Groune	Top and	Ousder	,	All Employees		Ab	Aborginal Peoples	2	Pers	Persons with Disabilities	ilies	Member	Members of Visible Minorities	norities
	bottom of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4 .0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				1 1 1	1	1 1 1	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		1 1	1
		1 2												
Skilled Crafts and Trades Workers		4 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1		1 1 1	-		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
		- 5	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2	
Clerical Personnel	\$ 35,000 - \$39,999	4	2	2										
		9	7	-	9	1	1		1		1	1		
	Under \$5,000	1 2	32	2 2 3 4	24	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	+ t	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	* 1		6
Intermediate Sales and Service Personnel		4 6	1			1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1	1		1 1 1 1 1 1
		2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1	
		-												
Semi-Skilled Manual Workers	\$ 30,000 - \$34,999	4	18	18					1	1 1 1		1		
		E - C	20 1 80	,	- -	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1 1 1 1 1 1	1	1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		,	
	Under \$5,000		1 100	34	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1
Other Sales and Service Personnel	\$ 15,000 - \$19,999	4 6	1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1					
	\$ 15,000 - \$19,999	- 5		-		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1	3		1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
Other Manual Workers		4 6												
		2									2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
TOTAL NUMBER	TOTAL NUMBER OF EMPLOYEES		167	114	53				-	-		9	3	3

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Page 1 of 6

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A Industrial Sector Truck Transport Industri Name of Business TNT CANADA INC Loca

INI CANADA INC					Truck Transport Industries	uck Transport	Industries					Reporting Period 1997	1997 boi
ocation X National (Canada)	Province /	Province / Territory (specify)						and the same of th					
S S S S S S S S S S S S S S S S S S S			All Employees		Ab	Aboriginal Peoples	9	Perso	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$15,000	0	9	ID.	1									
\$ 15,000 - \$19,999	666	NO.	2	E							-		-
\$ 20,000 - \$24,999	666	7.4	21	53							7		7
\$ 25,000 - \$29,999	666	137	59	78	-		-				7	-	9
\$ 30,000 - \$34,999	660	264	221	43				-	1		in .	9	2
\$ 35,000 - \$37,499	661	385	375	10				-	-		20	19	-
\$ 37,500 - \$39,999	661	75	99	7							7	4	
\$ 40,000 - \$44,999	661	7.4	99	60	-	-					φ	*	2
\$ 45,000 - \$49,999	661	90	2	ω									
\$ 50,000 - \$59,999	661	53	48	so.							-		-
\$ 60,000 - \$69,999	661	20	17	6							-	-	
\$ 70,000 - \$64,999	661	18	18										
\$ 85,000 - \$99,999	661	7	7										
\$100,000 and over	ver	13	13										
TOTAL NUMBER OF EMPLOYEES	APLOYEES	1181	964	217	2	-	-	2	2		49	32	17

Human Resources
Development Canada
SALARY SUMMARY: PERMANENT PART.-TIME EMPLOYEES

Form 3 Part B

Name of Business TNT CANADA INC				Indi	Industrial Sector Truck Transport Industries	uck Transport	Industries					Reporting Period 1997	riod 1997
dai	Province / Territory (specify)	erritory (specify)											
			All Employees		AA	Aboriginal Peoples		Perso	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
Salary Ranges		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Мотеп
Under \$5,000		28	23	20									
\$ 5,000 - \$ 7,499		13	11	2									
\$ 7,500 \$ - 999		24	6	15									
\$ 10,000 - \$12,499		22	on .	13				-	-		3		2
\$ 12,500 - \$14,999		30	26	4							2	2	
\$ 15,000 - \$17,499		11	7	7							-		-
\$ 17,500 - \$19,999		11	9	IO .									
\$ 20,000 - \$22,499		w w	-	4									
\$ 22,500 - \$24,999		2	-	1									
\$ 25,000 - \$29,999		17	11										
\$ 30,000 - \$34,999		2	2										
\$ 35,000 - \$39,999		-	-										
\$ 40,000 - \$49,999		-	-										
\$ 50,000 and over													
TOTAL NUMBER OF EMPLOYEES		167	114	53						_		0	2

Page 1 of 6

PERMANENT FULL-TIME EMPLOYEES HIRED

Women Reporting Period 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector. Truck Transport Industries Aboriginal Peoples Men Total Number 36 46 Women 9 37 19 33 2 155 All Employees 3 Men Total Number 40 22 -2 69 3 55 201 Province / Territory (specify) TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel X National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Name of Business TNT CANADA INC Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

Page 2 of 6

Human Resources
Development Canada
PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business. TNT CANADA INC			Indu	Industrial Sector Truck Transport Industries	uck Transport	Industries					Reporting Period, 1997	riod. 1997
Location X National (Canada) Province / To	Province / Territory (specify)											
		All Employees		Apc	Aboriginal Peoples	S	Perso	Persons with Disabilities	lities	Member	Members of Visible Minorities	orities
Occupational Groups	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers	-		-									
Professionals												
Semi-Professionals and Technicians												
Supervisors	2	1	-									
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel												
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	38	6	29									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers	65	63	2									
Other Sales and Service Personnel	-	-										
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	107	74	33									

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Women Reporting Period 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector Truck Transport Industries Aboriginal Peoples Men Total Number Women All Employees Men Total Number m Province / Territory (specify) TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel X National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel TNT CANADA INC Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Name of Business Professionals Supervisors Location

TOTAL NUMBER OF PROMOTIONS

PERMANENT PART-TIME EMPLOYEES PROMOTED Human Resources
Development Canada

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Form 5 Part B

Women Reporting Period. 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector Truck Transport Industries Aboriginal Peoples Men Total Number Women All Employees Men Province / Territory (specify) Total Number TOTAL NUMBER OF EMPLOYEES PROMOTED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel X National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Name of Business TNT CANADA INC Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

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PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Distract						0.00	OT CANADA				Form	Form 6 Part A
Marine of Business TNT CANADA INC			Ĕ	Industrial Sector Tr	Truck Transport Industries	Industries					Reporting Period: 1997	1997
Location X National (Canada) Prov	Province / Territory (specify)											
Occupational Groups		All Employees		Ab	Aboriginal Peoples	38	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	2	2										
Middle and Other Managers	29	22	7									
Professionals												
Semi-Professionals and Technicians												
Supervisors	9	8										
Supervisors: Crafts and Trades	13	13										
Administrative and Senior Clerical Personnel	-		-									
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers	8	3										
Clerical Personnel	57	19	38							40	40	
Intermediate Sales and Service Personnel	е	E										
Semi-Skilled Manual Workers	67	99	-							7		
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	178	131	47							6	0	
				-								

Human Resources
Development Canada
PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Women Reporting Period 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector Truck Transport Industries Aboriginal Peoples Men Total Number 24 24 Women 61 60 51 Men 32 85 51 Total Number Province / Territory (specify) TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel X National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel TNT CANADA INC Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Name of Business Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Women Reporting Period 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Total Number Industrial Sector Truck Transport Industries Aboriginal Peoples Men Total Number ĸ Women All Employees X Province / Territory (specify) Quebec Men Total Number Quarter Top and bottom of salary range \$ 70,000 - \$74,999 \$ 30,000 - \$34,999 \$ 35,000 - \$39,999 \$ 25,000 - \$29,999 \$ 40,000 - \$44,999 \$ 20,000 - \$24,999 \$ 25,000 - \$29,999 \$ 20,000 - \$24,999 National (Canada) TNT CANADA INC Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Semi-Professionals and Technicians Name of Business Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Reporting Period: 1997 Women Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Total Number Industrial Sector: Truck Transport Industries Women Aboriginal Peoples Men Total Number 23 Women 10 178 All Employees Men Quebec 201 X Province / Territory (specify) 10 1- 14 100 Total Number Quarter \$ 25,000 - \$29,999 \$ 25,000 - \$29,999 \$ 35,000 - \$39,999 \$ 20,000 - \$24,999 Top and bottom of salary range \$ 35,000 - \$39,999 \$ 35,000 - \$39,999 \$ 40,000 - \$44,999 \$ 15,000 - \$19,999 TOTAL NUMBER OF EMPLOYEES National (Canada) Name of Business: TNT CANADA INC Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Location

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Reporting Period 1997 Form 2 Part B Women Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Total Number Women Industrial Sector: Truck Transport Industries Aboriginal Peoples Men Total Number Women All Employees Quebec Men X Province / Territory (specify) Total Number Quarter Top and bottom of salary range National (Canada) THT CANADA INC Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: TNT CANADA INC					- Indi	Industrial Sector: Truck Transport Industries	uck Transport	Industries					Reporting Period:	od: 1997
Location National (Canada)	-	rovince / Te	Province / Territory (specify)	Quebec					Designated CMA (specify)	specify)				
	Ton and			All Employees		¥	Aboriginal Peoples	8	Pers	Persons with Disabilities	ilies	Member	Members of Visible Minorities	rities
Occupational Groups	bottom of salary range	Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4 . 0	1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1							1 1 1 1 1 1 1 1 1 1		1 1
									1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1				
Skilled Crafts and Trades Workers		4 .0	1 1	1 1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1			
		1					1		5 5 5 6 8 9					
Clerical Personnel	\$ 15,000 - \$19,999	4 6	6 4		3 8	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1	1 1	1 1			
	Under \$5,000	2		-	-									
Intermediate Sales and Service Personnel		3 8	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						1 1			1 1 1 1 1 1 1 1	1 1	
		1-1-1												
Semi-Skilled Manual Workers	\$ 25,000 - \$29,999	4 6	4- 4-			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1			1, 1			
	Under \$5,000	1	2 2	2 2	:	1								1
Other Sales and Service Personnel		4 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	6 1 6 0 7 0 8 0 9 1 1 0 9 1	1 1			1 1 1 1 1 1 1 1 1 1						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
		1						1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					
Other Manual Workers		4 , 0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1					T			
		1 - 2												
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		19	13	9									

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SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Women Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector Truck Transport Industries Aboriginal Peoples Men Total Number 80 23 Women All Employees 12 16 60 6 115 178 X Province / Territory (specify) Quebec Men Total Number 6 20 23 119 6 201 TOTAL NUMBER OF EMPLOYEES \$ 15,000 - \$19,999 \$ 35,000 - \$37,499 \$ 20,000 - \$24,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 37,500 - \$39,999 \$ 40,000 - \$44,999 \$ 45,000 - \$49,999 \$ 50,000 - \$59,999 \$ 60,000 - \$69,999 \$ 70,000 - \$84,999 \$ 85,000 - \$99,999 \$100,000 and over Under \$15,000 Salary Ranges National (Canada) Name of Business: TNT CANADA INC Location

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

			SALARY	SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES	PERMANEN	IT PART-TIN	IE EMPLOYE	ES			Form	Form 3 Part B
Name of Business: TNT CANADA INC			Ind	Industrial Sector: Truck Transport Industries	uck Transport	Industries					Reporting Pariod: 1997	iod: 1997
ida)	M Province / Territory (specify)	Quebec										
		All Employees		AŁ	Aboriginal Peoples	5	Pers	Persons with Disabilities	ities	Member	Members of Visible Minorities	orities
Salary Ranges	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$5,000	2	. 2										
\$ 5,000 - \$ 7,499	-	-										
8 7,500 - 8 9,999	4		7									
\$ 10,000 - \$12,499	-	-										
\$ 12,500 - \$14,999	60	ω	2									
\$ 15,000 - \$17,499	. 2	2										
\$ 17,500 - \$19,999												
\$ 20,000 - \$22,499												
\$ 22,500 - \$24,999												
\$ 25,000 - \$29,999	-	-										
\$ 30,000 - \$34,999												
\$ 35,000 - \$39,999												
\$ 40,000 - \$49,999												
\$ 50,000 and over												
TOTAL NUMBER OF EMPLOYEES	19	13	9									

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PERMANENT FULL-TIME EMPLOYEES HIRED

Women Form 4 Part A Reporting Period. 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector: Truck Transport Industries Aboriginal Peoples Men Total Number Women All Employees -6 10 7 Men X Province / Territory (specify) Quebec Total Number 60 10 15 TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Name of Business. TNT CANADA INC Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

Human Resources
Development Canada
PERMANENT PART-TIME EMPLOYEES HIRED

Page 6 of 6

Form 4 Part B

Name of Business: TNT CANADA INC			Ipul	Industrial Sector: Truck Transport Industries	uck Transport	Industries					Reporting Period: 1997	riod: 1997
ada)	Province / Territory (specify)	Quebec										
	_	All Employees		Ab	Aboriginal Peoples		Perso	Persons with Disabilities	ilies	Member	Members of Visible Minorities	iorities
Occupational Groups	Total Number		Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers												
Professionals												
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades	-											
Administrative and Senior Clerical Personnel												
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Cierical Personnel	NO .	2	3									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers	-	-										
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	9	3	6									

Page 5 of 6

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A Women Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector: Truck Transport Industries Aboriginal Peoples Men Total Number Women All Employees Men X Province / Territory (specify) Quebec Total Number TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Name of Business TNT CANADA INC Skilled Sales and Service Personnel Skilled Crafts and Trades Workers Other Sales and Service Personnel Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Senior Managers Clerical Personnel Professionals Supervisors Location

PERMANENT PART-TIME EMPLOYEES PROMOTED Human Resources
Development Canada

Form 5 Part B

Мотел Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector: Truck Transport Industries Aboriginal Peoples Men Total Number Women All Employees X Province / Territory (specify) Quebec Men Total Number TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Name of Business: TNT CANADA INC Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

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PERMANENT FULL-TIME EMPLOYEES TERMINATED

Women Form 6 Part A Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector: Truck Transport Industries Aboriginal Peoples Men Total Number 2 Мотел All Employees 2 ÷ Men X Province / Territory (specify) Quebec Total Number 40 19 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Name of Business: TNT CANADA INC Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT PART-TIME EMPLOYEES TERMINATED Human Resources
Development Canada

Form 6 Part B

Women Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector: Truck Transport Industries Aboriginal Peoples Men Total Number Мотеп 40 All Employees Men X Province / Territory (specify) Quebec Total Number TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Name of Business: TNT CANADA INC Skilled Crafts and Trades Workers Other Sales and Service Personnel Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Women Reporting Period: 1987 Form 2 Part A Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Total Number Women Industrial Sector: Truck Transport Industries Aboriginal Peoples Men Total Number 18 Women All Employees 26 44 Men Ontario X Province / Territory (specify) Total Number 10 26 Quarter Top and bottom of salary range \$100,000 and over \$100,000 and over \$ 55,000 - \$59,999 \$ 25,000 - \$29,999 \$ 50,000 - \$54,999 \$ 10,000 - \$14,999 \$ 45,000 - \$49,999 \$ 10,000 - \$14,999 \$ 45,000 - \$49,999 \$ 20,000 - \$24,999 National (Canada) Name of Business: TNT CANADA INC dministrative and Senior Cleripal upervisors: Crafts and Trades Occupational Groups Aiddle and Other Managers emi-Professionals and echnicians Senior Managers rofessionals upervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Name of Business: TNT CANADA INC					Indi	Industrial Sector: Truck Transport Industries	uck Transport I	ndustries					Reporting Perlod:	od: 1997
Location National (Canada)		ovince / To	X Province / Territory (specify) Ontarlo	Ontario					Designated CMA (specify)	(specify)				
	Ton and			All Employees		Ab	Aboriginal Peoples		Pers	Persons with Disabilities	litles	Member	Members of Visible Minorities	rities
Occupational Groups	bottom of salary range	Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4 6 2 -												
Skilled Crafts and Trades Workers	\$ 40,000 - \$44,999	4 6	40	40			t 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	t t t t t t t t t t t t t t t t t t t		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	- 14	- 4	
	\$ 30,000 - \$34,999	2	1	1 1				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1		
Cierical Personnel	\$ 60,000 - \$64,999	3 4	18	40	12	-	-				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
	Under \$5,000	2	141	25	116	-	1	-		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		-		
Intermediate Sales and Service Personnel	\$ 35,000 - \$39,999	4 6	F 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				1 1			1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1		- : :
	\$ 25,000 - \$29,999	1	2		2									
Semi-Skilled Manual Workers	\$ 50,000 - \$54,899	4 (6)	426	425	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						6	19	
	Under \$5,000	1-1-1												
Other Sales and Service Personnel		4 6	; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;									1 1	1 1	
3		1	1		8 8							1 1 1		
Other Manual Workers		4 6		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					-			
		- 5		1 1 1 1 1										
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		947	759	188	2	-	-	2	2		46	20	20

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Reporting Period: 1997 Women Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Total Number Women Industrial Sector Truck Transport Industries Aboriginal Peoples Men Total Number Women All Employees Men Ontario X Province / Territory (specify) Total Number Quarter Top and bottom of salary range \$ 40,000 - \$44,999 \$ 10,000 - \$14,999 \$ 10,000 - \$14,999 \$ 5,000 - \$ 9,999 National (Canada) Name of Business. TNT CANADA INC. Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: TNT CANADA INC.					Ind	Industrial Sector: Truck Transport Industries	uck Transport I	ndustries					Reporting Period:	iod: 1997
National (Canada)	ada)	Province / T	X Province / Territory (specify)	Ontario				1	Designated CMA (specify)	specify)				
		-		All Employees		AP	Aboriginal Peoples		Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	orities
Occupational Groups	bottom of salary range	Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		3 2 1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							
Skilled Crafts and Trades Workers		4 2 1									1	1		
Cledical Personnel	\$ 35,000 - \$39,999 Under \$5,000	4 6 0 -	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 6	20 20 144					-		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-	9
Intermediate Sales and Service Personnel		4 [6 [2]-												
Semi-Skilled Manual Workers	\$ 30,000 - \$34,999 Under \$5,000	4 [6 [2]-	177	5 54								1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2	
Other Sales and Service Personnel	\$ 15,000 - \$19,999	4 [8 2] -												
Other Manual Workers		4 [6 2]+									(, , , , , , , , , , , , , , , , , ,	1 1 1		
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		134	91	43				-	-		9		1

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Form 3 Part

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Women Reporting Period 1997 Members of Visible Minorities 4 30 Men Total Number 20 46 Women Persons with Disabilities Men Total Number Women Industrial Sector: Truck Transport Industries Aboriginal Peoples Men Total Number 4 69 37 188 Women 6 All Employees 33 98 366 65 58 36 17 17 13 759 Men X Province / Territory (specify) Ontario Total Number 53 102 135 375 7 4 42 42 20 17 5 947 TOTAL NUMBER OF EMPLOYEES \$ 15,000 - \$19,999 \$ 20,000 - \$24,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 35,000 - \$37,499 \$ 37,500 - \$39,999 \$ 40,000 - \$44,999 \$ 45,000 - \$49,999 \$ 50,000 - \$59,999 \$ 60,000 - \$69,999 \$ 70,000 - \$84,999 \$ 85,000 - \$99,999 \$100,000 and over Under \$15,000 Salary Ranges National (Canada) TNT CANADA INC Name of Business Location

Page 4 of 6

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business	Name of Business: TNT CANADA INC			Ind	Industrial Sector: Truck Transport Industries	uck Transport	Industries					Reporting Period: 1997	riod: 1997
Location	National (Canada) X Provin	X Province / Territory (specify)	Ontario										
		4	All Employees		Ab	Aboriginal Peoples	\$	Persi	Persons with Disabilities	lities	Membe	Members of Visible Minorities	orities
	Salary Kanges	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Under \$5,000	23	19	4									
	\$ 5,000 - \$ 7,499	12	10	2									
	\$ 7,500 - \$ 9,999	16	40	+									
	\$ 10,000 - \$12,499	20	60	12					1		3	-	2
	\$ 12,500 - \$14,999	21	19	2							2	2	
	\$ 15,000 - \$17,499		4	3							-		-
	\$ 17,500 - \$19,999	60	4	7									
	\$ 20,000 - \$22,499	un	-	4									
	\$ 22,600 - \$24,999	2	-	-									
	\$ 25,000 - \$29,999	16	16										
	\$ 30,000 - \$34,999	2	2										
	\$ 35,000 - \$39,999	-	1										
	\$ 40,000 - \$49,999	1	1										
	\$ 50,000 and over												
الح	TOTAL NUMBER OF EMPLOYEES	134	91	43				-	-		8	3	3

PERMANENT FULL-TIME EMPLOYEES HIRED Human Resources
Development Canada

Women Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector Truck Transport Industries Aboriginal Peoples Men Total Number 7 ~ 34 43 Women 2 All Employees 30 9 19 ~ 24 42 125 X Province / Territory (specify) Ontario Men 2 32 22 58 -43 168 Total Number TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Name of Business TNT CANADA INC Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Cierical Personnel Senior Managers Professionals Supervisors Location

Canadä

Page 4 of 6

Human Resources
Development Canada
PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: TNT CANADA INC			Indt	Industrial Sector: Truck Transport Industries	uck Transport	Industries					Reporting Period: 1997	riod: 1997
Location National (Canada) X Province / 1	X Province / Territory (specify) Ontarlo	Ontario										
		All Employees		At	Aboriginal Peoples		Perso	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Groups	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers	1		-									
Professionals												
Semi-Professionals and Technicians												
Supervisors	-	₩										
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel												
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	33	7	26									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers	58	57	-									
Other Sales and Service Personnel	-	-										
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	94	99	28									
									-			

PERMANENT FULL-TIME EMPLOYEES PROMOTED Human Resources
Development Canada

Name of Business					aductrial Cooper			- Contraction Contraction				Form	Form 3 Part A
INI CANADA INC					Truck Transport Industries	Truck Transpo	rt Industries					Reporting Perlod 1997	1997 boly
Location [] National (Canada)	X Province	X Province / Territory (specify)	Ontario										
Occupational Groups			All Employees			Aboriginal Peoples	les	Per	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	Orition
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers													
Middle and Other Managers		2	2								-	-	
Professionals													
Semi-Professionals and Technicians													
Supervisors		-			-								
Supervisors: Crafts and Trades		7	-										
Administrative and Senior Clerical Personnel													
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers													
Clerical Personnel													
Intermediate Sales and Service Personnel								•					
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES PROMOTED	омотер	7	3	+							-	-	
TOTAL NUMBER OF PROMOTIONS		7	3	-								-	

PERMANENT PART-TIME EMPLOYEES PROMOTED Human Resources
Development Canada

Page 4 of 6

Form 5 Part B

Мотел Reporting Period: 1997 Members of Visible Minorities Men Total Number Persons with Disabilities Men Total Number Women Industrial Sector: Truck Transport Industries Aboriginal Peoples Men Total Number Women All Employees Men X Province / Territory (specify) Ontarlo Total Number TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Name of Business: TNT CANADA INC Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

Page 3 of 6

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Women Form 6 Part A Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Women Industrial Sector. Truck Transport Industries Aboriginal Peoples Men Total Number 40 34 9 Women 60 All Employees 17 Ξ 7 108 57 Men X Province / Territory (specify) Ontarlo Total Number 22 6 7 -48 57 148 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Name of Business: The CANADA INC. Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT PART-TIME EMPLOYEES TERMINATED

Page 4 of 6

Form 6 Part B

Name of Business: TNT CANADA INC			Indi	Industrial Sector: Truck Transport Industries	uck Transport	Industries					Reporting Period: 1997	riod: 1997
Location National (Canada) X Province /	X Province / Territory (specify) Ontarlo	Ontario			1							
1		All Employees		A	Aboriginal Peoples	8	Perso	Persons with Disabilities	ilities	Membe	Members of Visible Minoritles	orities
Occupational Groups	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers												
Professionals												
Semi-Professionals and Technicians												
Supervisors	-	-										
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel												
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	29	60	21									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers	42	42								-	-	
Other Sales and Service Personnel	1	-										
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	73	52	21							-	-	
									-			

Page 13 of 20

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Reporting Period, 1997 Women Members of Visible Minorities Men Total Number Women Designated CMA (specify) Montreal Persons with Disabilities Men Total Number × Women Industrial Sector: Truck Transport Industries Aboriginal Peoples Men Total Number Women All Employees Men Province / Territory (specify) Total Number Quarter Top and bottom of salary range \$ 70,000 - \$74,999 \$ 30,000 - \$34,999 \$ 35,000 - \$39,999 \$ 25,000 - \$29,999 \$ 40,000 - \$44,999 \$ 25,000 - \$29,999 National (Canada) THT CANADA INC Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A

Women 1997 Members of Visible Minorilies Reporting Period: 7 Men Total Number Women X Designated CMA (specify) Montreal Persons with Disabilities Men Total Number Women Industrial Sector: Truck Transport Industries Aboriginal Peoples Men Total Number 16 Women 127 All Employees Men 143 10 Province / Territory (specify) Total Number Quarter \$ 25,000 - \$29,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 20,000 - \$24,999 \$ 40,000 - \$44,999 \$ 15,000 - \$19,999 Top and bottom of salary range TOTAL NUMBER OF EMPLOYEES National (Canada) Name of Business: TNT CANADA INC Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Clerical Personnel Location

Page 15 of 20

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Reporting Period 1997 Form 2 Part B Women Members of Visible Minorities Men Total Number Women Designated CMA (specify) Montreal Persons with Disabilities Men Total Number × Women Industrial Sector Truck Transport Industries Aboriginal Peoples Men Total Number Women All Employees Men Total Number Province / Territory (specify) Quarter Top and bottom of salary range National (Canada) TNT CANADA INC Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Name of Business Senior Managers Professionais Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Name of Business: TNT CANADA INC					Indi	Industrial Sector: Truck Transport Industries	uck Transport I	ndustries					Reporting Period:	riod: 1997
Location National (Canada)		rovince / Te	Province / Territory (specify)					×	X Designated CMA (specify) Montreal	specify) Mon	treat			
	Top and	0		All Employees		At	Aboriginal Peoples		Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
Occupational Groups	bottom of salary range	Coaner	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4 6 2 1												
Skilled Crafts and Trades Workers		3 2	1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				6 4 6 6 6 6 6 1 8 1	1		(1 (1 (1 (1 (1 (1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 6	
		-				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1		
Clerical Personnel	\$ 15,000 - \$19,999	4 .0	210		- 2									
	Under \$5,000	1	-	-										
Intermediate Sales and Service Personnel		4 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							1 6 6	1	1 1	1 1	
		1-1-1						1			1			
Semi-Skilled Manual Workers	\$ 25,000 - \$29,999	4 6			1 1	1 1	1 1	1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1		
	Under \$5,000	1	2	6 2										
Other Sales and Service Personnel		9 .	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1							1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1		
		1												
Other Manual Workers		4 . 6	1 1	1 1							-7			
		5												
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		16	13	3									

Form 2 Part A OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Industrial Sector: Name of Business.

Name of Business. THT CANADA INC	ç				<u> </u>	Industrial Sector: Truck Transport Industries	k Transport	ndustries					Reporting Period:	lod: 1997
Location National (Canada)	anada)	Province /	Province / Territory (specify)					×	Designated CMA (specify) Toronto	specify) Ton	onto			
Occupational Groups	Top and	Ouarter		All Employees		Abo	Aboriginal Peoples		Pers	Persons with Disabilities	lities	Members	Members of Visible Minorities	orities
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	\$100,000 and over	4 6	** E	- 6										
	\$ 55,000 - \$59,999	1 1	ις (σ.	7	2						1	1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Middle and Other Managers	\$100,000 and over	- 1	*	- 4		1		-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1		
	\$ 25,000 - \$29,999	1 +	22	22	10		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					2 1	- 2	
Professionals		4 (6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1										
		1		-							1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Semi-Professionals and Technicians		4 6										1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
		1 2							6 6 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			
Subject Subjec	6 50 000 - 654 000	4	7	40	2							2		~
		6	11	7	4									
	\$ 10,000 - \$14,999	2:-	*		6			0 0 0 0 0 0 0 0						
		- -		- ;										
Supervisors: Crafts and Trades	\$ 45,000 - \$49,999	4 6	12	11									-	
	000 39 00011	2						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					0 0 0 0 0 0 0 0 0	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
	onget #3000	-	-	-										
Administrative and Senior Clerical	\$ 45.000 - \$49.999	4	2	0 0 0	2									
Personnel		6						1			1			
	\$ 25,000 - \$29,999				•	1	:							

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Human Resources
Development Canada

Form 2 Part A

					Indu	Industrial Sector:							C contract	4000
MAINE OF BUSHINGS THE CANADA INC							uck transport	Industries					S. Sumodev	- 1
Location National (Canada)		Province / T	nce / Territory (specify)					×	Designated CMA (specify) Toronto	specify) Toro	nto			
	1			All Employees		A	Aboriginal Peoples		Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
Occupational Groups	bottom of salary range	Cuaner	Total Number	Men	Women	Total Number	Men	Мотел	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4 6		1 1										
		1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-										
Skilled Crafts and Trades Workers	\$ 40,000 - \$44,999	3	20	20		1 1	6 6 1 6 1 6 1 6 1 6 1 6 1 6 1 6 1 6 1 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1 1	1 1	7	4	
	\$ 35,000 - \$39,999	1	-	-	1 2 7 1 1 1									
Clerical Personnel	\$ 60,000 - \$64,999	4 6	38 38	13	en so	-	-			-			-	
	Under \$5,000	1	88	15	14	-		-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			13	-	42
Intermediate Sales and Service Personnel	8 35,000 - \$39,999	4 6	1 1		-		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 0			
	\$ 25,000 - \$29,999	1 1 1	1		-		1 1 1 1 1		:					
Semi-Skilled Manual Workers	\$ 50,000 - \$54,999	4 6	179	179	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1	1 60 1	60	
	Under \$5,000	1 2	T T											
Other Sales and Service Personnel		4 6	f 6 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				8 6 6 6 6 6 7 7 8 8 8 8			
s		1				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		6 6 6 6			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
Other Manual Workers		4 6	6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	1 1			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
		1	1				1					1		
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		524	404	120	2	-	-	2	2		33	18	15

Human Resources
Development Canada

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OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

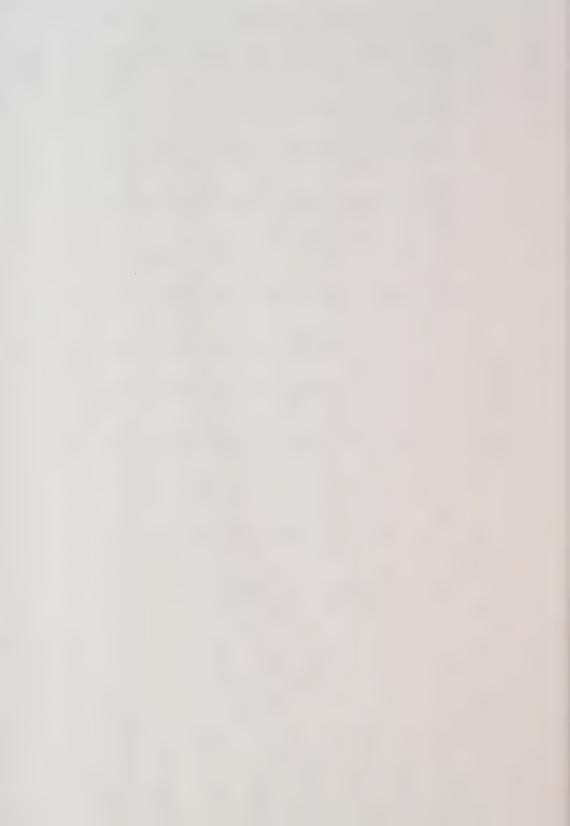
Reporting Period 1997 Women Form 2 Part B Members of Visible Minorities Men Total Number Women Persons with Disabilities Designated CMA (specify) Toronto Men Total Number × Industrial Sector: Truck Transport Industries Women Aboriginal Peoples Men Total Number Women All Employees Men Province / Territory (specify) Total Number Quarter 3 4 [6 [2]+ Top and bottom of salary range National (Canada) Name of Business TNT CANADA INC Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Senior Managers Professionals Supervisors Location

Human Resources
Development Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

					India	Patriot Confor								
Name of Business: TNT CANADA INC						Truck Transport Industries	ick Transport	- 1					reporting renoa	- 1
Location National (Canada)		Province / T	ince / Territory (specify)					×	Designated CMA (specify) Toronto	specify) Toror	to			
	Top and			All Employees		AÞ	Aboriginal Peoples	S	Pers	Persons with Disabilities	ties	Members	Members of Visible Minorities	rities
Occupational Groups	bottom of salary range	Quarter	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service Personnel		4 6		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1	1 1						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1
		1	1				1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			f f f f f f f f f f f f f f f f f f f			
Skilled Crafts and Trades Workers		4 E	1 1		1 1				1 1		0 E E E E E E E E E E E E E E E E E E E			
		1												
Cierical Personnel	\$ 35,000 - \$39,999	3	- 4	-	4				! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! !	1 1 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		! !		6 6 6 6 7 6 8 6 8 7 8 7
	Under \$5,000	2	21	9 2	υ <u>υ</u>				-	-		7	-	
Intermediate Sales and Service Personnel		9 6	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 1	1 1				0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
		1	1				1	8 8 8 8 8 8						
Semi-Skilled Manual Workers	\$ 25,000 - \$29,999	3	8 4	€ ₹	1 1	1 1	1 1	6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6						1 1
	Under \$5,000	2 +	9	13									2	
Other Sales and Service Personnel		9 6			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			1 1						
		1 5		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							1 1 1			
Other Manual Workers		4 [0	1 1									1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
		1							1 1 1					
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		67	43	24					-		9		







CA1 MI - L22

005245

1998: Annual Employer's Report For the year ending December 1997 Employment Equity Act

1998 : Rapport annuel de l'employeur pour l'année se terminant en décembre 1997 Loi sur l'équité en matière d'emploi

Northern Telephone Limited

RÉVISÉ/REVISED



NORTHERN TELEPHONE LIMITED 1998 EMPLOYMENT EQUITY NARRATIVE REPORT

GENERAL OVERVIEW

Northern Telephone Limited provides telecommunication services in northeastern Ontario. Founded in 1905, the company today is a subsidiary of BCE Inc.

Northern Telephone's 83,000 square kilometre service area includes the communities of Timmins, Kirkland Lake, Kapuskasing, Hearst and the Tri-Towns, along with many smaller population centres. In all, the company operates 32 exchanges, and more than 65,000 telephone numbers.

Northern Telephone is committed to offering its communities the most progressive telecommunications services possible. In this regard, the company is an Internet service provider and offers cellular, paging and mobile satellite services through its subsidiary, Nortel Mobility.

During the past twelve months, Northern Telephone continued with its transformation process initiated in 1996. This process will allow the company to become a more cost-effective telecommunications firm in a rapidly changing and increasingly competitive industry. As a result of this process, the workforce was reduced from 268 to 242 employees. All eligible employees were offered early retirement and termination incentive packages.

QUANTITATIVE INFORMATION

As mentioned in the first section of this report, the downward trend in total number of employees continued. The transformation process resulted in a net loss of twenty-six jobs.

The entire workforce was re-surveyed in late 1997 to ensure that the workforce data was accurate and up-to-date. The survey was accompanied by a series of memos and emails. This ensured an excellent response from employees at all locations. The new survey resulted in two additional employees self-identifying as disabled and one additional employee self-identifying as a visible minority.

Again in 1997, no employee self-identified as an aboriginal person. The company realizes that it must be proactive in the recruitment of aboriginal peoples.

QUALITATIVE MEASURES

The Summer Equity Program was once gain offered to all female employees. One female employee took the opportunity to participate in the program in 1997. She spent the summer working as a Central Office Technician while a summer student back filled her position. The intent of the Summer Equity Program is to provide female employees with exposure and training in a non-traditional (male dominated position) occupation.

A new Workforce Survey was developed in 1997. The new survey along with a question and answer fact sheet is included with the company's 1997 report.

Lindsay Beattie, a Workplace Equity Officer from HRDC, visited with members of Northern Telephone's Employment Equity Committee. Lindsay provided valuable information and training related to the new Act and its implications for the company.

Renovations to Northern Telephone's Birch Street location in Timmins were initiated in 1997. The main customer entrance was equipped with automatic, push button doors.

The company's Human Resources Manager initiated contact with community agencies and aboriginal organizations (Metis Training Incentive, Mano-Wichi-Hetiwin Board, and Vocational Rehabilitation) in the communities it serves. Although designated group members were not hired as a result of these contacts, future partnerships are possible in the years to come. The Metis and Mamo Boards are aware of the company's need for future electronics and business administration graduates from college and university.

Finally, Northern Telephone Limited is very proud of having been the major corporate sponsor of the 1997 Ontario Games for the Physically Disabled held in New Liskeard, Ontario during the summer of 1997.

CONSULTATIONS WITH EMPLOYEE REPRESENTATIVES

The current Collective Agreement between Northern Telephone Limited and its Union (Communications, Energy and Paperwork's Union of Canada – CEP – Local 6) outlines the consultation and communication that has been undertaken. Article 30 details the commitment that both parties have towards achieving equality in the workplace. The company in conjunction with the union can designate two vacancies per year, which can be filled for employment equity purposes. These two vacancies can be filled by qualified designated group members without being subject to the job posting requirements of the Collective Agreement.

The Collective Agreement also contains a Letter of Agreement, which describes both parties' commitment to employment equity. This same letter outlines the goals and objectives of the Employment Equity Committee.

333	D'velopment Canada		IENT EQUITY: EMPLOYER IDE	ENTIFICATION, REPORT SU	EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY	F ACCURACY			Form 1
-	MAME OF EMPLOYED	FULL LEGAL NAME			COMMON OR BUSINESS NAME				
٥١	NAME OF EMPLOYER	(1) Northern Telephone Limited			(2) Northern Telephone				
υZ		ADDRESS OF PRINCIPAL PLACE OF BUSINESS	F BUSINESS		MAILING ADDRESS				
H - 4	ADDRESS	3 25 Paget Street			4 P.O. Box 4000				
. – v		New Liskeard	Ont P0.J1P0		New Liskeard O	Ont P0.11P0			
K I		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	ICER OF EMPLOYER		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	R EMPLOYMENT E	TINO		
	OFFICERS	5 Michel Piche			(7) Terry Delghton				
0 :		POSITION TITLE			POSITION TITLE		AREA C	AREA CODE TELEPHONE NUMBER	NE NUMBER
z	POSITION	(6) CFO & VP Corporate Services			Human Resources Manager		<u> </u>	(706) 647-3288	1-3288
		INDUSTRIAL SECTOR 1		NO. OF EMPLOYEES		(17) DESIGN	DESIGNATED C M As (18	(18) PROVINCES/TERRITORIES	ERRITORIES
~		(10) Telecommunication Carriers Industry	Industry	270					
ш		INDUSTRIAL SECTOR 2		NO. OF EMPLOYEES		Calgary	•	TE O	276
a C	A TAKETRUONI	(E)				Edmonton	0	5 v	
2	SECTOR(S)	INDUSTRIAL SECTOR 3		NO. OF EMPLOYEES	GEOGRAPHICAL	Halfay		2 60	
-		(13)			AREAS	Tallia.		Man	•
		INDUSTRIAL SECTOR 4		NO. OF EMPLOYEES	SUNDICATE NIMBER OF	Montreal	•	BC	•
s =		②			EMPLOYEES LOCATED	Regina	0	E	
224	EMPLOYMENT	(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES	(16) NUMBER OF TEMPORARY EMPLOYEES	EACH AREA)	Toronto	9 9	Alla Nid	
د >	STATUS					Winnipeg	٠	TWN	
-		224	8P	0		19 TOTALEI	TOTAL EMPLOYEES		27.0
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<u>u – </u>	CERTIFICATION	THAT THE INFORMATION C	ONTAINED IN FORMS 1 to 6 IS TRUE	IND ACCURATE IN EVERY RESPEC	THAT THE INFORMATION CONTAINED IN FORMS 1 to 6 IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.	ND BELIEF.			
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Development Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Women 1997 Members of Visible Minorities Reporting Period: Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Total Number Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number 2 2 2 Women All Employees 12 -29 Men 6 5 50 29 Total Number Province / Territory (specify) Quarter 4 e 7 4 3 7 -4 6 7 4 e 7 3 7 e 7 6 2 Top and bottom of salary range \$100,000 and over \$ 40,000 - \$44,999 \$ 66,000 - \$69,999 \$ 45,000 - \$49,999 \$ 45,000 - \$49,999 \$ 40,000 - \$44,999 \$ 40,000 - \$44,999 \$ 60,000 - \$64,999 \$ 60,000 - \$64,999 \$ 36,000 - \$39,999 \$ 30,000 - \$34,999 \$ 95,000 - \$99,999 \$ 66,000 - \$69,999 \$ 60,000 - \$64,999 Name of Business: Northern Telephone Limited X National (Canada) Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Human Resources
Development Canada

Form 2

1997 Women Members of Visible Minorities Reporting Period: Men Total Number 4 24 Women Persons with Disabilities 9 Men Designated CMA (specify) 7 Total Number Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number 8 30 30 Women 2 1 9 All Employees Men 224 = = 30 Total Number Province / Territory (specify) Quarter PN 4 2 e en 2 4 9 2 3 2 6 7 6 Top and bottom of salary range \$ 50,000 - \$54,999 \$ 40,000 - \$44,999 \$ 46,000 - \$49,999 \$ 25,000 - \$29,999 TOTAL NUMBER OF EMPLOYEES Name of Business: Northern Telephone Limited X National (Canada) Other Sales and Service Personnel Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups Skilled Sales and Service Personnel Other Manual Workers Clerical Personnel Location

Development Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2

1997 Members of Visibie Minorities Reporting Period: Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Total Number Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number Women All Employees Men Total Number Province / Territory (specify) 2 6 Top and bottom of salary range Name of Business. Northern Telephone Limited X National (Canada) Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Occupational Groups Middle and Other Managers Semi-Professionals and Technicians Senior Managers Professionals Supervisors Location

Development Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

													100	-
Name of Business: Northern Telephone Limited	ne Limited				2	Industrial Sector: Telecommunication Carriers Industry	lecommunicati	on Carriers Ind	ustry				Reporting Period:	riod: 1997
Location X National (Canada)		rovince / Te	Province / Territory (specify)						Designated CMA (specify)	pecify)				
	Top and bottom	0		All Employees		A	Aboriginal Peoples		Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
Occupational Groups	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Skilled Sales and Service		4												
Personnel		3												
		2												
		-												
		4												
SKHIED CLARS AND ITAGES WORKERS		3												
		2												
		-												
		4	2		2									
Ciercal Personnei	\$ 30,000 - \$34,999	9	12		12									
		2	2		2									
	\$ 20,000 - \$24,999	-	2		2									
		*												
Intermediate Sales and Service Personnel		3												
		2												
		-												
Carried Manual Monters		4												
COLUMN TO THE PARTY OF THE PART		3												
		2												
		-												
		4												
CLINE SAMES AND SELVICE PERSONNEL		9												
		2												
		-												
		4												
Other Manual Workers		8												
		2												
		-												
TOTAL NUMBER	TOTAL NUMBER OF EMPLOYEES		18		=									_

Men SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES Total Number

Development Canada

Form 3

Women Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities 9 7 Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number 17 38 9 90 Women 49 \$ = 134 26 All Employees Men 80 30 80 54 13 224 Total Number 38 17 Province / Territory (specify) TOTAL NUMBER OF EMPLOYEES Name of Business: Northern Telephone Limited \$ 86,000 - \$99,999 \$100,000 and over \$ 15,000 - \$19,999 8 30,000 - \$34,999 \$ 37,600 - \$39,999 \$ 50,000 - \$59,999 866,698 - 000,09 8 \$ 70,000 - \$84,999 \$ 28,600 - \$24,999 \$ 25,000 - \$28,899 \$ 36,000 - \$37,499 \$ 40,000 - \$44,999 \$ 45,000 - \$49,999 Under \$15,000 Salary Ranges National (Canada) × Location

Human Kesources
Development Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

												,
Name of Business Northern Telephone Limited			Indi	Industrial Sector: Telecommunication Carriers Industry	fecommunication	on Carriers Indu	ıstry				Reporting Period: 1997	rlod: 1997
	Province / Territory (specify)											
		All Employees		A	Aboriginal Peoples		Pers	Persons with Disabilities	ties	Membe	Members of Visible Minorities	orities
Catary Kanges	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$6,000												
\$ 6,000 - \$ 7,499												
\$ 7,600 - \$ 9,999												
\$ 10,000 - \$12,499												
\$ 12,600 - \$14,999												
8 15,000 - \$17,499												
\$ 17,500 - \$19,899												
\$ 20,000 - \$22,499			-									
\$ 22,500 - \$24,999	-		1									
\$ 25,000 - \$29,999	11		11									
8 30,000 - 834,999	KS.		10									
868,9618 - 000,518												
846,000 - 849,898												
\$ 50,000 and over												
TOTAL NUMBER OF EMPLOYEES			, . m									

I Human Resources
Development Canada
PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

Women Reporting Period: 1997 Members of Visible Minorities Men Total Number Women Persons with Disabilities Men Total Number Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number Women 12 60 -7 All Employees 4 Men 5 Total Number Province / Territory (specify) TOTAL NUMBER OF EMPLOYEES HIRED Administrative and seulor Clerical Personnel Name of Business Northern Telephone Limited Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers × Clerical Personnel Senior Managers Professionals Supervisors Location

Human Resources
Development Canada
PERMANENT PART-TIME EMPLOYEES HIRED

Name of Business: Northern Telephone Limited			NI NI	Industrial Sector: Telecommunication Carriers Industry	eleconamunicat	on Carriers Ind	ustry				Reporting Period: 1997	iod: 1997
Location X National (Canada) Territory (specify)	erntory (specify)											
		All Employees		A	Aboriginal Peoples	9	Pers	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
Occupational Groups	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers												
Professionals												
Serni-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and servior Clerical Personnel												
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel	2		2									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	2		2									



PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Name of Business Northern Telephone Limited				Indi	Industrial Sector Telecommunication Carriers Industry	ecommunicati	on Carriers Ind	ustry				Reporting Perlod: 1997	tod: 1997
Location X National (Canada)	Province /	Province / Territory (specify)											
Occupational Groups			All Employees		AI	Aboriginal Peoples	9	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	orities
		Total Number	Men	Women	Total Number	Men	Мотеп	Total Number	Men	Women	Total Number	Men	Women
Senior Managers													
Middle and Other Managers		7	6	-				-	-				
Professionals		-	-										
Semi-Professionals and Technicians		-	-										
Supervisors		-		-									
Supervisors: Crafts and Trades													
Administrative and Senior Clerical Personnel													
Skilled Sales and Service Personnel													
Skilled Crafts and Trades Workers		-	-										
Clerical Personnel		-		+									
Intermediate Sales and Service Personnel													
Semi-Skilled Manual Workers													
Other Sales and Service Personnel													
Other Manual Workers													
TOTAL NUMBER OF EMPLOYEES PROMOTED	MOTED	•	۰	3				-	-				
TOTAL NUMBER OF PROMOTIONS		•	w	3				-	-				

Human Hasources Development Canada PERMANENT PART-TIME EMPLOYEES PROMOTED

			THE PROPERTY OF THE PARTY OF TH				2				Form	C
Name of Business: Northern Telephone Limited			all	Industrial Sector: Telecommunication Carriers Industry	lecommunicati	on Carriers Ind	ustry				Reporting Period: 1997	tod: 1987
Location X National (Canada) Province / 1	Province / Territory (specify)				1							
Canadidan Course		All Employees		¥	Aboriginal Peoples		Pers	Persons with Disablities	itles	Membe	Members of Visible Minorities	orfiles
Occupation will or out a	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers												
Middle and Other Managers												
Professionals												
Serri-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and besilor Clerical Personnel												
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers												
Clerical Personnel												
Intermediate Sales and Service Personnel												
Seral-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES PROMOTED												
TOTAL NUMBER OF PROMOTIONS												

Page 1 of 4

PERMANENT FULL-TIME EMPLOYEES TERMINATED

			PERMA	PERMANENT FULL-TIME EMPLOYEES TERMINATED	TIME EMPL	OYEES TER	MINATED				Form	Form 6 Part A
Name of Business: Northern Telephone Limited			Indi	Industrial Sector. Telecommunication Carriers Industry	elecommunica	tion Carriers Ir	Idustry				Reporting Period: 1997	rlod: 1997
Location X National (Canada) Province /	Province / Territory (specify)											
Oceanal Grains		All Employees		A	Aboriginal Peoples	92	Perso	Persons with Disabilities	ities	Member	Members of Visible Minorities	orities
COUPAINOIR CLOUDS	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col.3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers										ı		
Middle and Other Managers	7	9	+				-	-				
Professionals	-	-										
Semi-Professionals and Technicians	2	2										
Supervisors	Ф	2	4									
Supervisors: Crafts and Trades	67	-	2				-	-				
Administrative and Senior Clerical Personnel												
Skilled Sales and Service Personnel												
Skilled Crafts and Trades Workers	*	4										
Cierical Personnel	14		14									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	37	16	21				2	2				

Human Resources Development Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B Col. 12 Women Reporting Period: 1997 Members of Visible Minorities Col. 11 Men Total Number Col. 10 Col. 9 Women Persons with Disabilities Men Col. 8 Total Number Col. 7 Industrial Sector: Telecommunication Carriers Industry Women Col. 6 Aboriginal Peoples Col. 5 Men Total Number Col. 4 2 Women Col.3 2 All Employees Col. 2 Men Total Number Province / Territory (specify) Col. 1 TOTAL NUMBER OF EMPLOYEES TERMINATED Name of Business: Northern Telephone Limited Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel X National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location







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1998: Annual Employer's Report
For the year ending December 1997
Employment Equity Act

1998 : Rapport annuel de l'employeur pour l'année se terminant en décembre 1997 Loi sur l'équité en matière d'emploi

BC Tel

Compagnie de téléphone de la Colombie-Britannique

RÉVISÉ/REVISED



1997 REPORT ON EMPLOYMENT EQUITY ACTIVITIES

I General Overview

At BC TEL, we've been in the business of connecting our customers to each other — and to the world — for more than 100 years. As the largest provider of telecommunications products and services in B.C., we take pride in providing our customers with innovative communication solutions.

On January 1, 1998, the local service market was opened up to competition. Unlike the advent of long-distance competition six years ago, local-service competition will likely roll out at a slower pace, with an initial focus on urban business markets.

In 1997 Don Calder was appointed BC TELECOM's new CEO. This resulted in a functional organizational structure comprising of operations, sales & service and marketing. This new structure affected the occupational group distribution slightly as some positions were reclassified resulting in movement between occupational groups.

In addition, we offered early retirement and voluntary separation packages to eligible management, exempt and bargaining unit employees. Approximately 385 employees took advantage of these offers.

II Quantitative Information

Given the many changes in reporting requirements, our 1997 report differs considerably from previous years. With the conversion to NOC and the expansion of the occupational categories from 12 to 14, our workforce was re-distributed making year to year comparisons virtually meaningless.

However, the majority of variances can be attributed to the way in which we capture data when employees change status from temporary to regular. In the past, this transaction was recorded on Form 4 (Hires). Now these employees appear on Form 2 (Occupational Groups).

Other factors which contribute to the variances include lateral movements between and within occupational groups and changes in employee service classifications (e.g. full-time to part-time and vice versa).

III Qualitative Measures

COMMUNICATION

At BC TEL, we use voice mail, bulletins, brochures, publications, awareness campaigns and our inhouse intranet to communicate our employment equity activities and initiatives to our employees. For example, when we introduced the Joint Workplace Harassment Policy (JWHP) employee presentations, we used voice mail and bulletins (hard copy and via the intranet); we provided

information kits and correspondence to all managers; and we created a JWHP brochure to give to all employees.

When we introduced our intranet service, we established a virtual human resources website. From there we created an employment equity webpage which includes on-line versions of our JWHP brochure, JWHP schedule of presentations, various diversity events and a multicultural calendar. In the Network Services section of the intranet, community profiles for each of the 197 First Nations communities in British Columbia have been established. This information helps us to better work with and relate to our First Nations customers.

Other avenues we use to communicate include a weekly on-line publication and a monthly video journal. We highlight BC TEL's involvement in events such as Chinese New Year, National Aboriginal Day and Multiculturalism Week.

In terms of external communications, we created our "BC TEL Community Investment Program" brochure to guide Aboriginal communities or organizations in accessing funds for sponsorship or donation towards community based events. In addition, we use our monthly bill insert called "Dialogue" to communicate various initiatives and activities to our customers. As well, we advertise for employment opportunities in both mainstream and community papers.

EQUITY ENVIRONMENT

For several years, BC TEL has launched employee awareness campaigns for Multiculturalism Week and National Access Awareness Week. These displays consists of posters, banners and bulletins which are distributed to various locations throughout the province. Recently, we have recognized the International Day for the Elimination of Racism and National Aboriginal Day.

Our Employee Support Services department helps to foster an equity environment by researching and developing policies on flexible work options such as job sharing, flex time and telecommuting. This group also develops, administers and summarizes our annual Pulsecheck survey. This employee survey is a quantitative measure of how BC TEL's managers are supporting their employees. BC TEL's Employee Advocate is also a part of this group. It's mandate is to act as an impartial champion to promote fair treatment of all employees' concerns and issues.

The Joint Workplace Harassment committee continues to further the aims of employment equity as stated in the legislation. Joint Workplace Harassment Policy information sessions to all bargaining unit employees began in October 1997 and will continue until all employees have had the opportunity to attend. Additionally, a Joint Pay Equity committee has been established to investigate and resolve pay equity issues.

BC TEL's Health Services department offers all employees occupational health assessments and counselling. As well, staff members will provide work station assessments to ensure the design and set up are ergonomically correct. The Employee Assistance Program provides a wide range of services such as stress management and employee counselling.

As part of our Aboriginal Relations Program, we developed a brochure which outlines our commitment to working in partnership with Aboriginal people and communities to reach mutually developed and beneficial goals.

BC TEL continues to participate in and/or sponsor community events supporting designated groups, e.g. Walk with the Dragon, Multicultural Society of Kelowna, 1997 North American Indigenous Games, BC TEL Pioneers / Volunteer Centre, partnership projects, employer panels and presentations.

EMPLOYMENT SYSTEMS

All policies and practices at BC TEL are reviewed and monitored on an ad hoc and on-going basis. This has resulted in the creation of some policy statements as well as some fine tuning to already existing policies.

Our employment centre recently reviewed their pre-employment test batteries and have since introduced culture neutral tests.

INITIATIVES FOR DESIGNATED GROUPS

Recruitment

Again this year, BC TEL co-sponsored and participated in the Native Education Centre's Career Fair by staffing a booth with equity and employment representatives. We provided the many students with information about our organization and how to apply for employment. We also received a number of resumes from highly skilled individuals.

In our operator service, sales and customer service departments, we have positions which require employees to speak Cantonese and/or Mandarin or Punjabi. When hiring for these positions, the employment centre conducts outreach recruitment. As a result, we have forged strong relationships with community organizations such as Mosaic and SUCCESS.

When hiring, the employment centre considers all information available in order to assess designated group candidates. As well, designated group members are targeted when hiring for our Engineers in Training program and other electronics and technical vacancies.

Occasionally, we hire people on a contractual basis to help with specific tasks such as mass mailouts. In these instances, we use designated group organizations such as North Shore Employment Services and The Semiahmoo House Society.

As part of our employment equity program, we offer informational interviews for designated group members. This may involve coaching and/or counselling on how to become competitive for employment or may mean providing information about the skills needed for various positions. Competitive candidates are referred to the employment centre for further consideration.

In an effort to maintain community relationships, BC TEL continues to liaise with many designated group organizations and agencies regarding employment and development opportunities, e.g. IAM

Cares, BC Paraplegic Assoc., Canadian Council for Aboriginal Business, Burnaby Multicultural Society, Equity West, Polaris Employment Services, Vancouver Neurological Centre, First Nations Focus, Women in Trades and Technology and the Western Institute for the Deaf and Hard of Hearing.

Training & Development

The following are some external training and development initiatives we have undertaken in support of designated groups:

- conduct mock interviews for persons with disabilities for Vancouver Community College's Adult Education Program
- provide work experience practicums for the Native Education Centre, Kwantlen University College and Douglas College
- support Open Learning Agency's Access Ability Computer Training Program for persons with disabilities

The following are some internal training and development initiatives we have undertaken in support of designated groups:

- provide overviews of the JWHP on an as-requested basis to management employees
- support the leadership assessment program (an accelerated development program for employees wanting to obtain entry level management positions)
- provide aboriginal cross cultural awareness workshops
- provide communicating across cultures awareness training

In addition, the BC TEL Education Centre will deliver current curriculum or provide on site customized training for First Nations people in their communities. They also provide diversity awareness and human rights training.

Promotion

For our executive and senior management positions, we have an established leadership development program. In addition, career counselling for our managers is available through our Human Resources department. For our bargaining unit employees, we offer a self-directed career resource centre which includes information on different career paths and various educational options.

Retention & Termination

BC TEL established its Career Transition Centre (CTC) in 1995 to provide leading-edge, professional resources to empower individuals to proactively manage their career transition. The Centre ensures all terminations are handled in a fair and equitable manner. Training is provided to managers conducting termination meetings to ensure that the respect and dignity of employees leaving the Company are maintained.

Furthermore, the CTC initiates a customer satisfaction survey with participants on an annual basis in order to measure the service provided. All workshop presenters receive feedback from participants after each workshop.

Since 1997, the CTC has provided managers returning from long term disability the opportunity to re-establish their working routine prior to returning to work. These managers can attend workshops, upgrade their computer skills, apply for jobs and build a network of contacts.

We are currently reviewing our exit interview process to ensure designated group members are not leaving in disproportionate numbers to other employees.

Reasonable Accommodation

At BC TEL we provide accommodation for reasons including disability, religion, culture, family status and health. The BC TEL Human Rights Coordinator and the TWU Human Rights Officer are responsible for investigating and resolving discrimination and human rights issues.

Some examples of accommodative measures include ensuring buildings are accessible and user-friendly (e.g. ramps, doors, elevators) to accommodate disabled people, providing alternate work schedules to accommodate religious observances and establishing a Scented Product Policy to accommodate employees with allergies.

We also liaise with external organizations when exploring adaptive equipment options. These organizations include the Canadian National Institute for the Blind, JANA and The Aroga Group.

BC TEL has a Return to Work Program which is a healthcare initiative for workplace re-integration due to illness or injury. This may involve job modification, support and/or counselling by occupational health professionals. As well, we established a Suitable Work Committee which attempts to find alternative opportunities for those employees who are unable to continue in their current position due to accident or illness.

CONSTRAINTS

Although we conducted targeted outreach recruitment at the universities and colleges, we experienced a limited number of women engineering, electronics, telecommunications and computer maintenance graduates to draw from when hiring for our summer positions.

In addition, we had a low response rate to our voluntary self-identification survey. This has prompted us to review the process and put some action plans in place. These future strategies may include employee presentations about employment equity.

Technical / Systems

1997 was a year of transition and change in terms of employment equity reporting. The following outlines some of these changes:

- the change from our in-house information system to PeopleSoft
- the amendments to the employment equity legislation and the impacts on reporting requirements
- the new release of the EECRS reporting software

Our change to the PeopleSoft system greatly impacted the way the data was captured. Screens had to be created and customized to ensure data integrity. As well, existing data check programs had to be re-written and converted to the PeopleSoft format.

The amendments made to the legislation redefining the reporting requirements also had an impact. The late arrival of Guideline 11 caused a delay in final versions of our export programs. In some cases, we had to modify programs to ensure data compliance.

The greatest impact for 1997 reporting was the new EECRS software program. There was a delay in receiving the software from HRDC. When we did receive it, the user guide was omitted from the package. We obtained a copy of it from another employer a week later when they told us of its existence.

Problems were also experienced when importing the data - the user guide and the file format required further clarification from HRDC. Delays were experienced when trying to obtain this information. In the meantime, we contacted other employers and shared information. Because of these delays, the timeframes established to produce the report had to be re-adjusted and resources re-allocated. During this same timeframe, major work was being done in our production environment which limited our opportunities to examine and refine the data. Given these various events and constraints, we were granted a late filing date of June 15.

CONSULTATIONS WITH EMPLOYEE REPRESENTATIVES

The Joint Workplace Harassment Policy and associated joint training is a good working successful example of consultation and collaboration between the company and the union. There has been a very cooperative ongoing relationship between the BC TEL Human Rights Coordinator and the TWU Human Rights Officer in investigating and resolving human rights issues.

A Joint Employment Equity Committee was established 1Q98 to expand and enhance our employment equity initiatives.

Every year, a copy of BC TEL's Employment Equity Report and Executive Summary is sent to the President of the Telecommunication Workers Union for their review.

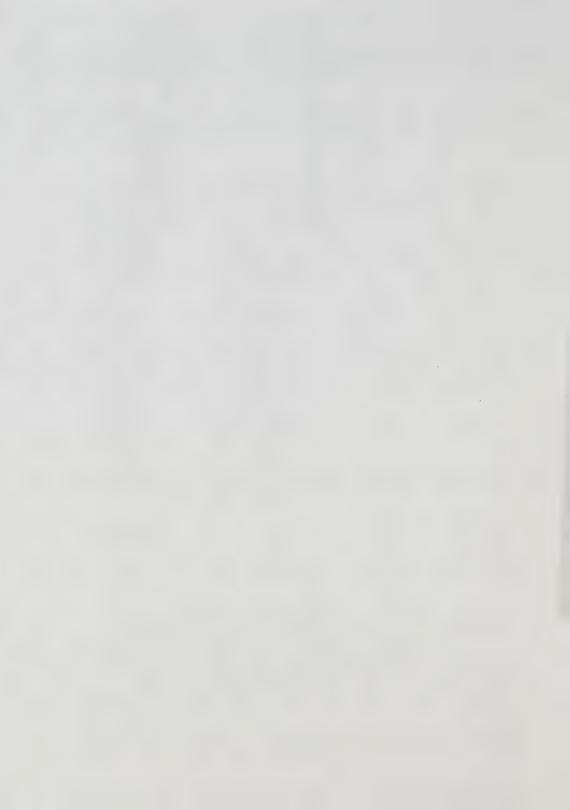
FUTURE STRATEGIES

The following outlines some of our initiatives in place since 1997 as well as some of our future strategies:

- We are exploring the possibility of implementing an Aboriginal scholarship program.
- Our Safety department is in the process of developing a violence in the workplace policy.
- A mentoring program for women into senior management is being assessed.
- We will be introducing the British Columbia Aboriginal Business Directory to the BC TEL Intranet. This directory will promote the development of business opportunities with (and for) Aboriginal business in British Columbia.
- The Employment Centre has changed the wording of their advertisements to encourage designated groups to apply.
- A tracking system is being developed by the Employment Centre to ensure designated group applicants are 'flagged' and given special consideration.

EMPLOYMENT FOUITY: FMP

	OF ACCURACY Form 1					V5H3Z7	FOR EMPLOYMENT EQUITY		AREA CODE TELEPHONE ALLIANCES		DESIGNATED C M AS (18) PROVINCES/TERRITORIES	T	0	0 uo	<u> </u>		Sask Sask	Vancouver 7939 YT 0	(19) EMPLOYEES (11632			NO BELIEF.		
EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURATION		2) BC TEI	MAII ING ADOPTOR	4 21 - 3777 Kingsway		Burnaby BC	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	Paul D. Smith	POSITION TITLE	(8) Senior V.P Human Resources				GEOGRAPHICAL	AREAS (INDICATE NUMBERS OF	EMPLOYEES LOCATED	IN EACH AREA)			2	P.		1	7, 7
RIDENTIFICATION, REPORT SI										NO. OF EMPLOYEES	11632	NO. OF EMPLOYEES	ON ON	NO. OF EMPLOYEES	NO. OF EMPLOYEES		(16) NUMBER OF TEMPORARY EMPLOYEES	784		HEREBY CERTIFY ON BEHALF OF II and I name of amplaces	AND ACCURATE IN EVERY RESPECT		SIGNATURE	
OYMENT EQUITY: EMPLOYEF			E OF BUSINESS		ВС У54177	OFFICER OF EMPLOYER					rs Industry					((15) NUMBER OF PERMANENT PART-TIME EMPLOYEES	544		SMITH	ONTAINED IN FORMS 1 to 6 IS TRUE /		Jun 15, 173	
	FULL LEGAL NAME	C BC TEL	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	3777 Kingsway	Burnaby	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	5 Don A. Calder	POSITION TITLE	(6) President & C.E.O	(10) Telegraphia	INDUSTRIAL SECTOR 2	(E)	INDUSTRIAL SECTOR 3	(E)	INDUSTRIAL SECTOR 4 (13)	(3)	HULL-TIME EMPLOYEES	9752	(8)	I. (Name) Pilut ()	THAT THE INFORMATION CO		DATE	
T Development Canada	NAME OF EMPLOYER			ADDRESS		OFFICERS		POSITION				INDUSTRIAL	SECTOR(S)				EMPLOYMENT STATUS CATEGORIES				CERTIFICATION			
	-01	uz.		r – c	×-	-0	z	_	1	21	U Q.	0 %	-		νD:	23	E42>		om&⊦	- LL -	. U < F	-02		



No.				0	CCUPATION	OCCUPATIONAL GROUPS: PERMANENT FULL TIME FMPL OVEES	PERMANE	NT FULL TI	WE EMBIOVE	SE S				
Marine of Business: BC TEL					e e	dustrial Sector.				27			Form	2
Location X National (Canada)		Province /	Province / Territory (specify)			letecommunication Carriers Industry	secommunica	tion Carriers In	dustry				Reporting Period:	riod: 1997
	7 I	-		- 1					Designated CMA (specify)	(specify)				- 1
Occupational Groups	bottom	Quarter		All Employees		AF	Aboriginal Peoples		Pare	Percone with Disabilities				
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Minne	ALL STATES	Ines	Membe	Members of Visible Minorities	orities
Senior Managers	\$100,000 and over	4	1						Total Number	Men	Women	Total Number	Men	Women
		3	2	2										
	\$ 85,000 - \$89,999	2	10	80	2									
		-	61	51	10							-	-	
Middle and Other Managers	\$100,000 and over	4	12	10	2							1	-	
		3	120	66	21	-	-							
	\$ 40,000 - \$44,999	2	724	486	238				1			11	60	en
		-	136	70	99				• 6	e	-	46	34	12
Professionals	\$100,000 and over	4	12	10	2				7	7		17	0	80
		3	313	224	89							2	-	-
	\$ 30,000 - \$34,999	2	173	86	87	-	-		=	80	3	85	72	13
		-	46	23	23				1			33	18	15
Semi-Professionals and	\$ 75,000 - \$79,999	4	o	6						-		9	ю	
ecimicians		3	115	115		2	2					1	-	
	\$ 30,000 - \$34 999	2	476	434	42	-	•		-	-		18	100	
		1	4	-	3				80	7	-	41	4	
Supervisors	\$ 80,000 - \$84,999	4	45	28	17									
		3	103	25	78	2		6	0			2	-	-
	\$ 35,000 - \$39,999	2	39	14	25			1	2		2	80		60
		-	25	11	4			1				2		2
Supervisors: Crafts and Trades	\$ 95,000 - \$99,999	4	-	-			1					-	-	
		3	86	82	4									
	\$ 40,000 - \$44,999	2	30	23	7	-		-				-	-	
		-	13	11	2			-				-		-
Administrative and Senior Clerical	\$ 65,000 - \$69,999	4	2		2				1			2		2
		3	6		6									
	\$ 30,000 - \$34,999	2	48		48				7			-		-
		-	6	-	80						-	0		6

Mathonia (Lamba) Math	BC TEL								IL LOCK-I	STATE OF THE STATE	EES			Form	2
Total Care Total Mumber Total	ocation (v) Marianti						Industrial Sector:	Telecommunic	ation Carriers to	disetter					4
Signification Coardination Coa			Province	Territory (specify					Calliers II	idustry				Reporting Period:	riod: 1997
Continue	Occupational Groups	Top and	Quarte		All Employee	S		Aherin	7	Designated CMA	(specify)				
Figure F		of salary range			$\overline{}$	L	Total	Acounginal Peop	- 1	Per	sons with Disab	oilities	Membe	rs of Visible Mir	Origina
\$18,000-\$19,999	killed Sales and Service	\$100 000 224	4	2		\perp	oral Number		Women	Total Number		Women	Total Number	Men	OHINGS NA
\$18,000-\$19,999 2 99 56 91 91 91 91 91 91 91 9	ersonnel	1900	6	37	2										vvomen
Section Section Section Section Section Section		\$ 35,000 - \$39,999	2	87						-		-			
Section Section Sectio			-	992					-				*	-	
\$ 5,5000-\$1,51,999 2 2,321 175 177 9 9 9 4 4 4 4 4 4 4 4 4 10 23 10 9 9 9 4 4 1 9 9 9 4	illed Crafts and Trades Workers		4	79					12	16	1	15	52	9	46
\$50,000-\$54,999 2 30 10 22 22 23 24 75 11 23 24 75 24 24 24 24 24 24 24 2			3	2932	27					2	2		3	6	
\$\frac{2}{2} \frac{2}{2} \frac{1}{2} \fr		\$ 35,000 - \$39,999	2	38	1					43	42		83	90	
Senono-ss4,999 4 75 11 64 1 1 1 7 Service \$ 25,000-s24,999 2 1565 24 661 4 663 79 Service \$ 25,000-s24,999 4 13 13 1428 24 2 22 22 26 6 20 79 Service \$ 50,000-s24,999 4 13 13 1 </td <td></td> <td></td> <td>-</td> <td>30</td> <td>28</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>3</td> <td>-</td> <td></td>			-	30	28								3	-	
Service \$ \$0,000 - \$24,999	rical Personnel	\$ 50,000 - \$54,999	4	75											
Service Serv			3	605	24	8							7	-	9
Service \$ 80,000 - \$64,999 4 13 10<		\$ 25,000 - \$29,999	2	1556	128			9	- 1	4		*	10	2	63
Service \$ 80,000 - \$44,999 4 19 18 1 </td <td></td> <td></td> <td>-</td> <td>13</td> <td>3</td> <td>10</td> <td></td> <td>4</td> <td>77</td> <td>26</td> <td>9</td> <td>20</td> <td>79</td> <td>7</td> <td>72</td>			-	13	3	10		4	77	26	9	20	79	7	72
\$10,000 - \$14,999 2 5 1 4 1 1 1 1 1 1 1 1	rmediate Sales and Service	\$ 80,000 - \$84,999	4	19	18						-				
\$30,000 - \$14,999			3							-	1				
riters \$ 45,000 - \$49,999 4 303 82 221 1 6 2 4 14 \$ 35,000 - \$19,999 2 53 11 41 6 9 7 4 14 \$ 35,000 - \$19,999 4 80 79 1 41 <		\$ 30,000 - \$34 999	2	S	-	4									
4 (4) (4) (4) (4) (4) (4) (4) (4) (4) (4			-	303	82	221	-						2		2
\$ 35,000 - \$39,999	il-Skilled Manual Workers	\$ 45.000 - \$49 999	4	6	-	1		-		9	2	7	41	7	
\$ 55,000 - \$19,999 2			3	105	59	46								T	
\$ 55,000 - \$54,999		\$ 35,000 - \$39,999	2	52	=	4				3	3		4	7	
\$ 56,000 \$54,999			-	15	9	6							3	6	
\$35,000-\$39,999	r Sales and Service	\$ 50,000 - \$54 999	4	80	79	-							-	-	
\$ 35,000 - \$19,999 2 2 2 2 1 11 1 1 1			3	4	3	-				-	-		1	-	
AL NUMBER OF EMPLOYEES 1 1 134 89 45 2 1 1 1 11 11 11		\$ 35,000 - \$39,999	2	2		2							-	-	
AL NUMBER OF EMPLOYEES 6732 6733 6732 6733 6732 6733 6732 6733 6733			-	134	88	45									
1 9792 233	r Manual Workers		4							2	-	-	11	=	
1 9792 5313			6												
9797 5233			2												
6762			-												
7616	TOTAL NUMBER C	F EMPLOYEES		0700							_	_			

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

1997 Women Members of Visible Minorities Reporting Period: Form Men Total Number Women Persons with Disabilities Men Designated CMA (specify) Total Number Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number 6 1 7 9 7 Women All Employees Men Total Number Province / Territory (specify) 2 Quarter 2 4 en 2 4 6 2 e 2 4 3 2 ч m 4 3 2 Top and bottom of salary range \$ 40,000 - \$44,999 \$ 25,000 - \$29,999 \$ 55,000 - \$59,999 \$ 25,000 - \$29,999 \$ 40,000 - \$44,999 \$ 30,000 - \$34,999 \$ 40,000 - \$44,999 \$ 30,000 - \$34,999 \$ 40,000 - \$44,999 \$ 15,000 - \$19,999 X National (Canada) dministrative and Senior Clerical ersonnel upervisors: Crafts and Trades Occupational Groups Name of Business: BC TEL Middle and Other Managers Semi-Professionals and Technicians Senior Managers Professionals Supervisors Location

OCCUPATIONAL GROUPS: DEPARAMENT

	The state of the s	-								0				
Name of Business. BC TEL					Inc	Industrial Sector: The sector of the sector							Form	2
Location X National (Canada)		C / ecinon	Province / Territory (executa)				elecommunical	tion Carriers Ir	ndustry				Reporting Period:	riod: 1997
									Designated CMA (specify)	(specify)				- 1
Occupational Groups	bottom	Quarter		All Employees	S	¥	Aboriginal Peoples	S	Per	Persons with Disabilities	hilition			
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Man	100	Membe	Members of Visible Minorities	ordies
Skilled Sales and Service	\$ 45,000 - \$49,999	4	159	2	157				200		Women	Total Number	Men	Women
		3	6		3							9		9
	\$ 5,000 - \$ 9,999	2	99	5	19									
		-	9		9				-			9		9
Skilled Crafts and Trades Workers	\$ 25.000 - \$29.999	4										-		-
		3												
	\$ 25,000 - \$29,999	2												
		-	2		2									
Clerical Personnet	\$ 40,000 - \$44,999	4	77	2	75									
		3	7		4									
	\$ 5,000 - \$ 9,999	2	21		21							2		2
		-	14	2	12				•			-		-
Intermediate Sales and Service	\$ 40,000 - \$44,999	4	20		20					-				
		3	13	NO.	60									
	\$ 15,000 - \$19,999	2	20	7	13									
		-	89	39	90									
Semi-Skilled Manual Workers		4												
		3												
		2												
		-							1.					
Other Sales and Service Personnel		4												
		2 (
		-												
Other Manual Workers		4												
		3												
		2												
	1	-												
TOTAL NUMBER OF EMPLOYEES	F EMPLOYEES		544	24										-
			75	00	478				•					

Women Reporting Period: 1997 Members of Visible Minorities Form 3 Men Total Number -~ Women Persons with Disabilities Men SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES Total Number e Industrial Sector: Telecommunication Carriers Industry ~ Women Aboriginal Peoples Men Total Number # Women All Employees Men Province / Territory (specify) Total Number \$ 15,000 - \$19,999 \$ 20,000 - \$24,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 35,000 - \$37,499 \$ 37,500 - \$39,999 Under \$15,000 \$ 40,000 - \$44,999 Salary Ranges \$ 45,000 - \$49,999 \$ 50,000 - \$59,999 \$ 60,000 - \$69,999 \$ 70,000 - \$84,999 \$ 85,000 - \$99,999 X National (Canada) Name of Business: BC TEL Location

TOTAL NUMBER OF EMPLOYEES

\$100,000 and over

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Women Reporting Period: 1997 Members of Visible Minorities Form 3 Men Total Number 9 2 2 2 7 22 Women Persons with Disabilities Men Total Number 2 Industrial Sector: Telecommunication Carriers Industry Women , 34 Aboriginal Peoples Men Total Number m 13 16 87 29 27 21 99 208 Women 478 All Employees 10 30 13 6 3 99 Men Province / Territory (specify) Total Number 3 15 21 117 42 30 26 71 211 544 TOTAL NUMBER OF EMPLOYEES \$ 5,000 - \$ 7,499 \$ 7,500 - \$ 9,999 \$ 10,000 - \$12,499 \$ 12,500 - \$14,999 \$ 15,000 - \$17,499 \$ 17,500 - \$19,999 \$ 20,000 - \$22,499 \$ 22,500 - \$24,999 \$ 25,000 - \$29,999 Salary Ranges Under \$5,000 \$ 30,000 - \$34,999 \$ 35,000 - \$39,999 \$ 40,000 - \$49,999 \$ 50,000 and over X National (Canada) Name of Business: BC TEL Location

PERMANENT FULL-TIME EMPLOYEES HIRED

Women Reporting Period: 1997 Members of Visible Minorities Form 4 9 17 Men Total Number 7 12 7 25 Women Persons with Disabilities Men Total Number Industrial Sector: Telecommunication Carriers Industry Women B Aboriginal Peoples Men Total Number 15 2 25 9 ~ 9 51 7 137 Women All Employees 39 27 ಉ 7 7 13 46 9 6 3 153 Men Province / Territory (specify) Total Number 64 S 42 13 2 19 50 57 17 7 m 290 TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel X National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Skilled Crafts and Trades Workers Other Sales and Service Personnel Supervisors: Crafts and Trades Middle and Other Managers Semi-Skilled Manual Workers Name of Business: BC TEL Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

Location

Human Resources Development Canada

Reporting Period: 1997 Form 4 Industrial Sector. Telecommunication Carriers Industry PERMANENT PART-TIME EMPLOYEES HIRED Province / Territory (specify) X National (Canada) Name of Business: BC TEL

Occupational Groups		All Employees		At	Aboriginal Peoples	P.S.	Perco	Percone with Dieshildias	ildiae			
	Total Number	Men	Women	Total Musels		i	Laise	ons with Disat	nines	Member	Members of Visible Minorities	inorities
Senior Managers				otal Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Middle and Other Managers												
Professionals	-		-									
Semi-Professionals and Technicians												
Supervisors	10	2	3									
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnes												
Skilled Sales and Service Personnel	60	-	7									
Skilled Crafts and Trades Workers												
Clerical Personnel	e		F									
Intermediate Sales and Service Personnel	62	32	30									
Semi-Skilled Manual Workers												
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	79	35	177									

Name of Business:

Human Resources Development Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form

42 0 4 42 Women Reporting Period: 1997 Members of Visible Minorities 15 2 ~ 29 Men Total Number 23 2 12 18 7. 71 8 Women Persons with Disabilities 2 Men Total Number 2 4 = = Industrial Sector: Telecommunication Carriers Industry 8 Women 3 Aboriginal Peoples 2 Men Total Number 63 1C NO. 80 23 2 22 6 10 145 10 183 25 4 510 510 Women All Employees 116 34 27 19 5 22 28 22 12 7 Ξ 316 317 Men Province / Territory (specify) Total Number 10 196 57 29 + 18 0 167 38 205 37 12 826 827 TOTAL NUMBER OF EMPLOYEES PROMOTED Administrative and Senior Clerical Personnel TOTAL NUMBER OF PROMOTIONS Occupational Groups Intermediate Sales and Service Personnel X National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Skilled Crafts and Trades Workers Other Sales and Service Personnel Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers BC TEL Other Manual Workers Senior Managers Clerical Personnel Professionals Supervisors Location

Women Reporting Period: 1997 Members of Visible Minorities Form 5 Men Total Number Women Persons with Disabilities Men Total Number Industrial Sector: Telecommunication Carriers Industry PERMANENT PART-TIME EMPLOYEES PROMOTED Women 3 Aboriginal Peoples Men Total Number 60 2 45 26 99 Women All Employees 4 -2 Men Total Number Province / Territory (specify) 3 2 6 2 61 61 TOTAL NUMBER OF EMPLOYEES PROMOTED Administrative and Senior Clerical Personnel TOTAL NUMBER OF PROMOTIONS Occupational Groups intermediate Sales and Service Personnel X National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Skilled Crafts and Trades Workers Other Sales and Service Personnel Supervisors: Crafts and Trades Middle and Other Managers Semi-Skilled Manual Workers Name of Business: BC TEL Other Manual Workers Senior Managers Clerical Personnel Professionals Supervisors Location

Name of Business:

Human Resources
Development Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6

21 Women Reporting Period: 1997 Members of Visible Minorities 9 9 9 N) 8 -31 Men Total Number 7 60 9 2 9 12 80 52 8 Women Persons with Disabilities m 2 Men Total Number 63 6 Industrial Sector: Telecommunication Carriers Industry _ e Women , } Aboriginal Peoples -Men Total Number 7 29 7 9 -9 26 4 114 22 8 246 Women All Employees 23 51 25 4 10 -13 89 22 7 10 269 Men Province / Territory (specify) 80 37 31 15 000 39 136 Total Number 103 33 8 12 515 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel X National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers BC TEL Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

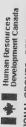
Human Resources
Development Canada
ERMANENT PART TIME CANADA

PERMANENT PART-TIME EMPLOY

					The second name of the second na							
Location X National County				Industrial Sector: Telecommunication Caratan	efecommunic	ation Carriage					Form	9
(Salioniae (Canada)	Province / Territory (specify)					auon Carriers	ndustry				Reporting Period: 1997	eriod: 1997
Occupational Groups		All Employees		A	Aborioinal Decelar							
	Total Number	Men	Women	Total Number	Man	ES INC.	Per	sons	lities	Membe	Members of Visible Minorities	Torities
and managers						veormen	Total Number	Men	Women	Total Number	Men	Women
Middle and Other Managers	2		6									
Professionals												
Semi-Professionals and Technicians												
Supervisors												
Supervisors: Crafts and Trades												
Administrative and Senior Clerical Personnel												
Skilled Sales and Service Personnel	9	,	-									
Skilled Crafts and Trades Workers										-	-	
Clerical Personnel	45	,										
Intermediate Sales and Service Personnel	0	- 6	n c									
Semi-Skilled Manual Workers		,	0									
Other Sales and Service Personnel												
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES TERMINATED	23		2									

Form 2

13 15 Women 1997 Members of Visible Minorities Reporting Period: 18 18 8 4 6 18 Men eo ~ 6 17 33 6 4 Total Number en N Women Persons with Disabilities m 2 Men Designated CMA (specify) Total Number Telecommunication Carriers Industry Women Aboriginal Peoples 2 -Men Total Number 4 -Industrial Sector: 238 2 2 20 89 87 23 45 4 78 25 8 8 Women **British Columbia** 483 69 10 10 86 86 All Employees 99 115 25 25 14 11 Men X Province / Territory (specify) 12 721 135 135 12 173 46 115 45 39 25 30 13 8 0 Total Number Quarter e 4 4 es 2 2 2 2 က Top and bottom of salary range \$100,000 and over \$ 85,000 - \$89,999 \$100,000 and over \$ 40,000 - \$44,999 \$ 30,000 - \$34,999 \$ 80,000 - \$84,999 \$ 40,000 - \$44,999 \$ 30,000 - \$34,999 \$100,000 and over \$ 30,000 - \$34,999 \$ 75,000 - \$79,999 \$ 35,000 - \$39,999 \$ 95,000 - \$99,999 \$ 65,000 - \$69,999 National (Canada) Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers BC TEL Occupational Groups Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location



22 22 272 Women 1997 Members of Visible Minorities Reporting Period: Form 80 Ξ 348 Men Total Number 52 E E E 7 55 2 4 Ξ 620 5 7 0 54 Women Persons with Disabilities 2 2 6 81 Men Designated CMA (specify) OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES 43 2 4 Total Number 26 135 Telecommunication Carriers Industry 12 4 22 43 Women Aboriginal Peoples 6 19 Men Total Number 14 6 24 Industrial Sector: 62 31 31 910 581 1428 10 4 221 46 2 Women 4418 X Province / Territory (specify) British Columbia 21 56 82 79 2755 10 11 11 128 128 128 All Employees 1 82 11 11 3 89 5369 Men 37 87 992 79 2932 38 30 Total Number 13 19 303 3 105 52 15 88 9787 3 2 e 2 e 2 e 2 3 2 m Top and bottom of salary range \$100,000 and over \$ 35,000 - \$39,999 \$ 55,000 - \$59,999 \$ 35,000 - \$39,999 \$ 50,000 - \$54,999 \$ 25,000 - \$29,999 \$ 80,000 - \$84,999 \$ 30,000 - \$34,999 \$ 45,000 - \$49,999 \$ 35,000 - \$39,999 \$ 50,000 - \$54,999 \$ 35,000 - \$39,999 TOTAL NUMBER OF EMPLOYEES National (Canada) Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers BC TEL Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Human Resources
Development Canada

Form 2

Name of Business: po ter					Ind	ustrial Sector						-		
BC IEL						Telecommunication Carriers Industry	lecommunicat	ion Carriers In	dustry				Reporting Period: 1997	riod: 1997
Location National (Canada)		rovince / Te	X Province / Territory (specify) British Columbia	British Colum	bia				Designated CMA (specify)	specify)				
Occupational Groups	Top and	Ouarter	ď	All Employees		Ab	Aboriginal Peoples	S	Perso	Persons with Disabilities	ilities	Member	Members of Visible Minorities	orities
	of salary range		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers		4												
		3												
		2												
		-												
Middle and Other Managers	\$ 40 000 \$44 000	4	E		3									
D	000,000	8	-		-									
	¢ 25 000 ¢ 30 000	2	9		3									
	000,000	-	-		-									
Professionals	¢ 65 000 ¢50 000	4	9		9									
	00000	3												
	\$ 25 000 . \$20 000	2	S		6							-		-
	4 40,000 - 4k3,000	-	7		7							-		-
Semi-Professionals and		4												
Technicians		3												
		2												
		-												
Supervisors	\$ 40 000 - \$44 999	4	1		+							-		-
		9	2	2								-		
	\$ 30 000 - \$34 999	2	4	2	2									
		-	9		9							-		-
Supervisors: Crafts and Trades	\$ 40 000 - \$44 000	4	2		2									
		ďэ												
	¢ 30 000 €34 000	2												
		-	1		-									
Administrative and Senior Clerical	6 40 000 644 000	4	-		-									
Personnel	000'00	3												
	\$ 15 000 - \$10 000	2	1		-								The same of the sa	
		-	2		2							-		-
											-			

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

21 Women 1997 Members of Visible Minorities Reporting Period: Form Men Total Number . 9 -22 _ Women Persons with Disabilities Men Designated CMA (specify) Total Number 2 Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number 61 157 75 21 12 13 6 478 Women British Columbia 39 7 5 All Employees 7 99 Men Province / Territory (specify) 159 77 4 4 14 14 13 13 89 3 Total Number 544 Quarter 4 3 2 4 3 2 e 2 6 2 3 2 3 4 2 3 2 × Top and bottom of salary range \$ 45,000 - \$49,999 \$ 25,000 - \$29,999 \$ 25,000 - \$29,999 \$ 40,000 - \$44,999 \$ 40,000 - \$44,999 \$ 15,000 - \$19,999 \$ 5,000 - \$ 9,999 \$ 5,000 - \$ 9,999 TOTAL NUMBER OF EMPLOYEES National (Canada) Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups BC TEL Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

Puge 3 of 4

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

က Form

Name of Business: BC TEL			Indi	Industrial Sector: Telecommunication Carriers Industry	lecommunicat	ion Carriers Inc	dustry				Reporting Period: 1997	1997 iod: 1997
Location National (Canada) X Province / 1	X Province / Territory (specify)	British Columbia										
Sames Vales		All Employees		¥	Aboriginal Peoples	S	Pers	Persons with Disabilities	ities	Member	Members of Visible Minorities	orities
Calary	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$15,000												
\$ 15,000 - \$19,999												
\$ 20,000 - \$24,999												
\$ 25,000 - \$29,999	NO.		lin									
\$ 30,000 - \$34,999	36	17	19									
\$ 35,000 - \$37,499	976	102	874	18	*	17	11	4	13	29	4	25
\$ 37,500 - \$39,999	857	183	674	9	-	40	12	6	o	65	- 17	46
\$ 40,000 - \$44,999	1454	185	1269	16	2	14	20		15	103	20	893
\$ 45,000 - \$49,999	792	183	609	2		2	13	4	6	28	19	39
666'69\$-000'09\$	3819	3455	364	16	14	2	54	53	-	171	148	23
666'69\$ - 000'09 \$	413	199	214	2		2	6	•	2	IO IO	28	27
\$ 70,000 - \$84,999	1070	762	308	1		1	12	6	E	118	96	22
666'66\$ - 000'58 \$	235	172	63				4	2	2	14	10	4
\$100,000 and over	130	111	19	+	-					7	9	1
TOTAL NUMBER OF EMPLOYEES	9787	5369	4418	62	19	43	135	18	25	620	348	272

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SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Reporting Period: 1997 Form 3 Industrial Sector: Telecommunication Carriers Industry Name of Business: BC TEL

Location National (Canada) X P	X Province / Territory (specify) British Columbia	British Colu	mbia									
Salary Ranges		All Employees		Abo	Aboriginal Peoples	8	Perso	Persons with Disabilities	ilities	Members	Members of Visible Minorities	orities
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Under \$5,000												
\$ 5,000 - \$ 7,499												
\$ 7,500 - \$ 9,999	3		3									
\$ 10,000 - \$12,499	-		-									
\$ 12,500 - \$14,999	-		-									
\$ 15,000 - \$17,499	15	2	13				-	-				
\$ 17,500 - \$19,999	21	ro.	16				-		-	-		-
\$ 20,000 - \$22,499	117	30	87							9		
\$ 22,500 - \$24,999	42	13	29							2		2
\$ 25,000 - \$29,999	30	60	27							2		2
\$ 30,000 - \$34,999	26	NO.	21							2		2
\$ 35,000 - \$39,999	12	10	99							2	1	-
\$ 40,000 - \$49,999	211	9	208							7		7
\$ 50,000 and over	9		Q									
TOTAL NUMBER OF EMPLOYEES	544	99	478				2	-	-	22	-	21

PERMANENT FULL-TIME EMPLOYEES HIRED

Form '4

Name of Business: BC TEL			Indi	Industrial Sector: Telecommunication Carriers Industry	lecommunicati	on Carriers In	dustry				Reporting Period: 1997	riod: 1997
Location National (Canada) X Province / Territory (specify)	erritory (specify)	British Columbia	ıbia		-							
Occupational Graine		All Employees		Ab	Aboriginal Peoples		Perso	Persons with Disabilities	ities	Membe	Members of Visible Minorities	orities
odoo o mondoo	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	4	×					,					
Middle and Other Managers	64	39	25							7	LO.	2
Professionals	42	27	15							12	10	2
Semi-Professionals and Technicians	en	m	2							1	-	
Supervisors	13	1	9							2	1	
Supervisors: Crafts and Trades	2	2										
Administrative and Senior Clerical Personnel	7		7									
Skilled Sales and Service Personnel	19	13	9									
Skilled Crafts and Trades Workers	90	46	4									
Clerical Personnel	57	9	51				-		-	2		2
Intermediate Sales and Service Personnel	17	e	14							1		1
Semi-Skilled Manual Workers	7		7									
Other Sales and Service Personnel	m	9										
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES HIRED	290	153	137				-		1	25	17	80

PERMANENT PART-TIME EMPLOYEES HIRED

Women Reporting Period: 1997 Members of Visible Minorities Form Men Total Number Women Persons with Disabilities Men Total Number Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number m 30 4 Women X Province / Territory (specify) British Columbia All Employees 2 35 32 Men S Total Number 8 3 62 79 TOTAL NUMBER OF EMPLOYEES HIRED Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Skilled Crafts and Trades Workers Other Sales and Service Personnel Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Name of Business: BC TEL Other Manual Workers Senior Managers Clerical Personnel Professionals Supervisors Location

PERMANENT FULL-TIME EMPLOYEES PROMOTED Human Resources Development Canada

			TERMANE	TERMANENI FULL-IIME EMPLOYEES PROMOTED	E EMPLOYE	ES PROMO	TED				Form	10
Name of Business: BC TEL			find	Industrial Sector. Telecommunication Carriers Industry	elecommunicat	ion Carriers In	dustry				Reporting Period: 1997	ariod: 1007
Location National (Canada) X Province	X Province / Territory (specify) British Columbia	British Colu										200
Occupational Groups		All Employees		IA	Aboriginal Peoples		Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	noriline
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Senior Managers	10	88	2							-		
Middle and Other Managers	195	115	80				2	2		23	15	60
Professionals	57	34	23	-	-					9	ю	-
Semi-Professionals and Technicians	29	27	2							8	3	
Supervisors	¥	19	22							2		2
Supervisors: Crafts and Trades	92	15	m							2		2
Administrative and Senior Clerical Personnel	10		10							2		2
Skilled Sales and Service Personnel	167	22	145	60	-	2	4		4	12	2	10
Skilled Crafts and Trades Workers	38	28	10				1	1		-	-	
Clerical Personnel	205	22	183	-		-	8	-	2	18	-	17
Intermediate Sales and Service Personnel	37	12	25				1		-			
Semi-Skilled Manual Workers	9	2	4									
Other Sales and Service Personnel	12	=	-							-	-	
Other Manual Workers												
TOTAL NUMBER OF EMPLOYEES PROMOTED	825	315	510	vo.	2	3	11	4	7	71	29	42
TOTAL NUMBER OF PROMOTIONS	826	316	510	S	2	3	=	4	7	71	29	42

PERMANENT PART-TIME EMPLOYEES PROMOTED Human Resources
Development Canada

Form 5

Women Reporting Period: 1997 Members of Visible Minorities Men Total Number 3 Women Persons with Disabilities Men Total Number Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number 45 40 26 99 Women | X | Province / Territory (specify) British Columbia All Employees 3 Men Total Number m 2 49 40 2 61 TOTAL NUMBER OF EMPLOYEES PROMOTED TOTAL NUMBER OF PROMOTIONS Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Name of Business: BC TEL Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form

Women Reporting Period: 1997 Members of Visible Minorities 8 10 Men 9 2 12 80 -Total Number -8 Women Persons with Disabilities 0 Men Total Number Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men 2 ~ Total Number 9 9 4 Ξ 4 114 26 26 22 2 Women X Province / Territory (specify) British Columbia All Employees 47 23 25 4 10 13 88 22 ÷ 10 Men Total Number 73 37 31 15 9 39 33 12 103 136 Administrative and Senior Clerical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Name of Business: BC TEL Other Manual Workers Clerical Personnel Senior Managers Professionals Supervisors Location

19

31

20

243

265

808

TOTAL NUMBER OF EMPLOYEES TERMINATED

PERMANENT PART-TIME EMPLOYEES TERMINATED

Women Reporting Period: 1997 Members of Visible Minorities Form 6 Men Total Number Women Persons with Disabilities Men Total Number Industrial Sector. Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number 4 9 ١O Women 11 | X | Province / Territory (specify) British Columbia All Employees 9 Men 2 Total Number 23 TOTAL NUMBER OF EMPLOYEES TERMINATED Administrative and Senior Cierical Personnel Occupational Groups Intermediate Sales and Service Personnel National (Canada) Semi-Professionals and Technicians Skilled Sales and Service Personnel Other Sales and Service Personnel Skilled Crafts and Trades Workers Supervisors: Crafts and Trades Semi-Skilled Manual Workers Middle and Other Managers Name of Business: BC TEL Other Manual Workers Senior Managers Clerical Personnel Professionals Supervisors Location

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Human Resources
Development Canada

Form 2

1997 Members of Visible Minorities Reporting Period: 33 69 48 38 38 Men Total Number 33 33 38 4 80 8 e X Designated CMA (specify) Vancouver Total Number Men W 2 Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number 18 2 2 2 88 88 83 23 31 6 2 4 2 6 Women All Employees Men Province / Territory (specify) Total Number 33 33 11 11 11 2 e 2 3 2 Top and bottom of salary range \$100,000 and over \$ 85,000 - \$89,999 \$100,000 and over \$100,000 and over \$ 40,000 - \$44,999 \$ 30,000 - \$34,999 \$ 75,000 - \$79,999 \$ 30,000 - \$34,999 \$ 80,000 - \$84,999 \$ 40,000 - \$44,999 \$ 80,000 - \$84,999 \$ 40,000 - \$44,999 \$ 65,000 - \$69,999 \$ 30,000 - \$34,999 National (Canada) Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers BC TEL Occupational Groups Semi-Professionals and Technicians Name of Business: Senior Managers Professionals Supervisors Location

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OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

82 61 247 1997 Women Members of Visible Minorities Reporting Period: 13 3 ~ 331 Men Total Number 3 2 4 2 89 2 14 = 878 4 5 6 37 Women X Designated CMA (specify) Vancouver Persons with Disabilities 2 7 45 Men 18 Total Number 10 17 82 Telecommunication Carriers Industry 0 20 Women Aboriginal Peoples 2 = Men Total Number 9 11 Industrial Sector: 31 30 582 137 448 835 9 198 32 32 36 9 2 12 Women 3121 All Employees 2 17 174 774 63 63 1395 9 9 9 9 8 8 8 8 8 8 106 106 1 82 38 64 3417 Men Province / Territory (specify) Total Number 32 67 656 35 28 28 51 51 12 12 5 280 3 3 70 46 46 47 47 76 6538 Quarter 2 ന en 2 2 3 2 3 2 4 m 2 Top and bottom of salary range \$100,000 and over \$ 35,000 - \$39,999 \$ 35,000 - \$39,999 \$ 55,000 - \$59,999 \$ 50,000 - \$54,999 \$ 25,000 - \$29,999 \$ 30,000 - \$34,999 \$ 80,000 - \$84,999 \$ 45,000 - \$49,999 \$ 35,000 - \$39,999 \$ 50,000 - \$54,999 \$ 35,000 - \$39,999 TOTAL NUMBER OF EMPLOYEES National (Canada) Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers BC TEL Occupational Groups Skilled Sales and Service Personnel Other Sales and Service Personnel Other Manual Workers Name of Business: Clerical Personnel Location

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

8 Form

1997 Women Members of Visible Minorities Reporting Period: Men Total Number Women X Designated CMA (specify) Vancouver Persons with Disabilities Men Total Number Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number ьo 6 Women All Employees Men Total Number Province / Territory (specify) Quarter 8 3 2 ч m 7 4 2 e 4 3 2 4 m 2 Top and bottom of salary range \$ 40,000 - \$44,999 \$ 25,000 - \$29,999 \$ 55,000 - \$59,999 \$ 25,000 - \$29,999 \$ 40,000 - \$44,999 \$ 30,000 - \$34,999 \$ 40,000 - \$44,999 \$ 30,000 - \$34,999 \$ 40,000 - \$44,999 \$ 15,000 - \$19,999 National (Canada) Administrative and Senior Clerical Personnel Supervisors: Crafts and Trades Middle and Other Managers Occupational Groups Name of Business: BC TEL Semi-Professionals and Technicians Senior Managers Professionals Supervisors Location

Location



Form

1997 Women Members of Visible Minorities Reporting Period: Men Total Number Women X Designated CMA (specify) Vancouver Persons with Disabilities Men Total Number Industrial Sector: Telecommunication Carriers Industry Women Aboriginal Peoples Men Total Number 33 26 20 20 00 13 Women All Employees 2 39 7 5 Men 90 35 2 Province / Territory (specify) Total Number 57 4 4 4 4 10 10 20 20 20 20 20 89 Quarter 2 4 6 2 4 e 2 m 9 2 2 4 3 2 Top and bottom of salary range \$ 45,000 - \$49,999 \$ 25,000 - \$29,999 \$ 25,000 - \$29,999 \$ 40,000 - \$44,999 \$ 15,000 - \$19,999 \$ 40,000 - \$44,999 \$ 5,000 - \$ 9,999 \$ 5,000 - \$ 9,999 National (Canada) Skilled Crafts and Trades Workers Intermediate Sales and Service Personnel Semi-Skilled Manual Workers Occupational Groups BC TEL Skilled Sales and Service Personnel Other Sales and Service Personnel Name of Business: Clerical Personnel

90

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19

351

60

411

TOTAL NUMBER OF EMPLOYEES

3 2

Other Manual Workers









